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ABSTRACT

Every student in high school is faced with the question of what to do after graduation. American Indian students, whether on or off reservations, need ideas as to what is available to them. This compilation of interviews with 10 individuals who are maintaining their "Indian identity" and making contributions in the working world provides role models of Indian adults in various careers. Those interviewed discuss what a typical day is like, what they like best and least about their job, and what it took to get where they are. Following each interview is a brief summary of the career, providing information about training and qualifications, employment outlook, salary expectations, pros and cons of the career, related jobs, and where to write for further information. Photographs show each person interviewed at work. Those interviewed are John Kauffram, actor; Steven Old Coyote, rancher; Pete Bolima, land planner; Harry Wong, real estate agent; Sandy Charwood, bus driver; Ron Shaw, doctor; Maiselle Bridges, tribal councilwoman; Cooney Starr, bank teller; Claudia Kristovich, secretary; Jim Desautel, television reporter; Kitty Hollow, teacher; Mary Lou Marcyes, fisherwoman; and Harold Belmont, alcoholism counselor.
(Author/NEC)

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# Indians in Careers

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# Indians in Careers


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1979


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1979 UNITED INDIANS OF ALL TRIBES FOUNDATION

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## INTRODUCTION

Every student in high school is faced with the question of what to do after graduation. American Indian students, whether on or off reservations, need ideas as to what is available to them. **INDIANS IN CAREERS** provides role models of Indian adults in various careers. Some of these people are very traditional, some are reservation people with tribal careers, and others are urban career people. All of the people interviewed are maintaining their "Indian identity" and making their contributions in the working world.

People interviewed discussed what a typical day is like, what they like best about their job, least about their job, and what it took to get where they are. A special attempt was made to capture the different personalities. All of the interviews are short and easy to read.

Following each interview is a brief summary of the career. Each summary includes a section on:

**Training and Qualifications** - high school, college, or vocational classes needed and a list of helpful job experiences for this career.
**Employment Outlook** - employment opportunities for the 1980's. Categories are: very competitive, somewhat competitive, good, very good, and excellent.
**Salary** - salary predictions for the 1980's. Categories are: low, medium low, medium, medium high, and high.
**Things to Think About** - a brief description of the pros and cons of the career.
**Related Jobs** - alternatives in the same field and a short description of each one.
**For Further Information Write to** - students are encouraged to write and request further information about the career.

Keep in mind that these interviews were conducted during 1978. Since that time, some of these people have changed their careers or transferred to different locations and positions.

A real effort was made by the Indian community to produce this book. The **UNITED INDIANS OF ALL TRIBES FOUNDATION'S** Curriculum Development Staff would like to express our appreciation to all the career people we interviewed, their employers, and their co-workers who helped in the production.

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## LIST OF OCCUPATIONS

*included in book

### INDUSTRIAL PRODUCTION OCCUPATIONS

machinist
printer
welder
machine operator
molder

### OFFICE OCCUPATIONS

*secretary
bookkeeper
computer operator
*bank teller
typist
cashier
purchasing agent

### AGRICULTURAL OCCUPATIONS

*rancher
dairy farmer
*fisherwoman
farmer
veterinarian

### EDUCATIONAL OCCUPATIONS

*teacher
librarian
teacher aide
principal
school counselor

### SALES OCCUPATIONS

*real estate agent
automobile salesperson
appliance salesperson
*travel agent (see actor interview)
model
gasoline attendant
department store salesperson

### CONSTRUCTION OCCUPATIONS

bricklayer
electrician
ironworker
roofer
sheetmetal worker
carpenter
plumber
painter
tilesetter

### TRANSPORTATION OCCUPATIONS

*bus driver
taxicab driver
merchant marine occupations
railroad occupations
air-transportation occupations

### SCIENTIFIC & TECHNICAL OCCUPATIONS

forester
mathematician
chemist
drafter
*land planner
engineer
environmental scientist
astronomer
surveyor
physicist

**MECHANICS & REPAIR OCCUPATIONS**

telephone repairer
auto mechanic
shoe repairer
industrial machinist
appliance repairer
jeweler
TV repairer

**HEALTH OCCUPATIONS**

*physician
dental occupations
nurse
pharmacist
laboratory work
medical technician
therapy occupations
nutritionist

**SOCIAL SCIENTIST OCCUPATIONS**

*political scientist (Tribal council)
anthropologist
historian
economist
psychologist

**SOCIAL SERVICE OCCUPATIONS**

*counselor
home economist
lawyer
law enforcement officer
judge
clergy
social worker
firefighter

**ART, DESIGN, AND COMMUNICATION OCCUPATIONS**

*performing artist
design artist
newspaper reporter
*television announcer
architect
photographer
technical writer

# John Kauffman: Actor

*John Kauffman, a Nez Perce, has been involved in theatre since he was a high school student in Seattle, Washington. He studied drama at the University of Washington in Seattle and received a Bachelor of Fine Arts degree.*

*John has acted in plays, on television shows, and in movies. His work has taken him to Los Angeles and to New York. On television, he played roles in the shows* **Emergency** *and* **McCloud.** *He acted in several movies,* **Liberty, Eric,** *and* **Nightwings.** *In addition, John has directed a number of plays and for several years was the director of Red Earth Performing Arts Company. Red Earth, an all-Indian acting company in Seattle, performs plays concerning traditional and contemporary Indian subjects.*

*Supporting oneself with theatre work is difficult. Right now, in addition to a very busy theatre schedule, John is working 35 hours a week at a travel agency.*

**JOHN, WHAT DO YOU DO AS A TRAVEL AGENT?**

I'm setting up a lot of business trips and pleasure trips for other people. I'm working with the general public in terms of walk-in customers, answering phones, taking care of hotel and car rental reservations. I'm also working commercial accounts, where I get a business firm or an organization to do all their traveling through us and I handle the account.



**WHAT DO YOU SEE AS YOUR FULL-TIME CAREER, THE TRAVEL AGENCY OR THEATRE?**

I'm an artist. I'm an actor. That's what my life is about. That's how I express myself and that's very important to me. Unless I do that I get very frustrated. In terms of the travel agency, the work I'm doing is just an eight-to-five job.

**DID YOU TAKE THE TRAVEL JOB BECAUSE IT WAS ECONOMICALLY NECESSARY OR DID YOU TAKE IT BECAUSE YOU WANTED TO GET INTO THE AREA OF TRAVEL? OR A LITTLE OF BOTH?**

A little of both. Acting and theatre is a very difficult life at best. It's pretty hard to make it in the theatre. It is a very difficult profession because you don't work on a regular basis. Actors and directors go from job to job. You rehearse a play and perform it, and then when it's done, it's done. If you're lucky, you will have a job which will carry you through several months. For most people, a long-term employment is six months.

You don't make a lot of money. I've had to work as a bellboy and a cab driver so that I could act. I would get fifteen dollars a week or ten dollars a week acting. I had to pay my rent, so I would do different things just to make ends meet.

**YOU WORK FULL TIME AT THE TRAVEL AGENCY. HOW DOES THAT LEAVE YOU ENOUGH TIME AND ENERGY TO ACT?**

I can put in my 35 hours a week at the travel agency at any time I like. I can work on the weekends. I can work evenings. I can work early in the mornings. What I do is juggle my hours. So that if I need to work on the set or costumes, I've got the time to do it. Since I'm not the only one in the travel office, someone can take care of messages.

**SUPPOSE YOU FOUND THAT YOUR ACTING WAS SUFFERING BECAUSE OF A JOB, WHAT WOULD YOU DO?**

I'd give up the job. You need the basic commitment to the art. Right now, I've landed a job in Los Angeles. I'll probably be gone five weeks acting down there. It's O.K. with the travel agency. They don't want me to go, but they understand my position and will find a way to keep me employed.

**SUPPOSE A PERSON IS JUST COMING OUT OF HIGH SCHOOL AND WANTS TO BE AN ACTOR OR GET INTO THEATRE SOMEHOW, WHAT WOULD YOU TELL THIS PERSON?**

I think the most important thing for them to do is to get training. There are many, many acting schools around, although they cost money. The Institute of American Indian Arts in Santa Fe, New Mexico, has started a theatre program. I believe it's a junior college. It is an all-Indian atmosphere and they do Indian theatre. That's a valuable thing to learn, to use, and to know. My training was non-Indian and I got into Indian theatre. Either way, you need training, in terms of acting, speech, movement, dance, all that.

**ARE INDIAN ACTORS IN DEMAND?**

Yes, they're always looking for Indian actors. There are a lot of Indian actors down in Los Angeles. So much depends on how you look. The trick is having the training. I've had really extensive training in the theatre, so the kind of parts I generally go up for are decent. There are a lot of Indian actors down there who are getting a lot of work and who are doing fairly good jobs.

**JOHN, THERE ARE A LOT OF NEGATIVE THINGS ABOUT THE THEATRE; IT'S EXHAUSTING, AND NOT VERY FINANCIALLY REWARDING. WHAT'S THE BEST THING ABOUT IT?**

Theatre work is a form of self-expression like singing, dancing, painting or sculpture. In theatre you express something from inside yourself which in turn is communicated to other people. That's the thrill of it. You take your curtain call at the end of the show. That applause is the people saying, "I like what you did, felt what you did, understood what you did. You know we got off together."

You can explore so many things. Ultimately, every time you do a part, even though each character's totally different, that still is basically you. You're exploring various parts of your personality.

You learn more and more about yourself and about other people. The feeling between the actors is just neat. There's a lot of put-on stuff; at the same time, the depth of communication and feeling and interaction is unbelievable.

**HOW DOES THEATRE WORK AFFECT YOUR INTERACTIONS WITH OTHER PEOPLE OUTSIDE THE THEATRE?**

Sometimes I forget that people think that theatre people are a little weird, a little bizarre. When you're showing your emotions and sides of your character in front of a whole bunch of people, night after night, one tends to become more sensitive and accept other people's quirks. You're more willing to understand other people.

**HOW LONG DO YOU THINK YOU'LL REMAIN EXCITED ABOUT THEATRE?**

Oh, theatre's my first love. I love it. I love it very much.

## PERFORMING ARTS CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
High school courses in drama, speech, music, dance, choir, gymnastics, fencing, or body-conditioning sports will develop your qualifications. It is strongly recommended that you receive some type of degree from a university, a school of fine arts, or a dramatics art school. Your degree could be in dramatics, fine arts, theatre arts, or performing arts. Graduate degrees are required if you want to teach in this field. Apprenticeships in local drama clubs or theaters (sometimes a fee is involved) may be helpful.

**EMPLOYMENT OUTLOOK:**
Very competitive. The number of acting positions in repertory and dinner companies have increased in the big cities. TV and motion pictures, however, have greatly decreased actor's chances around the United States. Indian people are needed to play Indian roles and there are very few Indian directors.

**SALARY:**
Low and unpredictable if you are in the theatre. High if you can get into TV or motion pictures.

**THINGS TO THINK ABOUT:**
This type of career requires working on weekends and in the evening. Many actors and actresses have to find other types of work to supplement their income. People who are interested in acting should have good memorization skills and poise, be committed to the performing arts, and like to travel. Patience, creative abilities, and assertiveness are important. The theater provides an excellent opportunity for Indians to explain and perform their legends, myths, and tribal histories.

**RELATED JOBS.**
Drama Coach: trains and coaches performing artists.

Drama Teacher: teaches acting techniques, styles, body movements, and voice deliverance.

Stage Director: selects casts, oversees rehearsals, coordinates production.

State Manager: sees to it that the director's orders are followed. Gives cues for lights and sound effects.

Stage Crew: does scene changes; operates lights, curtain, and sound equipment.

Designer: designs lighting, costumes, and set designs.

Technical Crew: builds sets and props for the performance.

Choreographer: composes dance performances.

Public Relations Person: performs publicity, money-raising, and ticket sales tasks.

Other related careers include: singer, dancer, musician, music teacher, conductor, composer, prompter, magician, ventriloquist, clown, comedian, impersonator, motion picture director, television director, producer, radio and TV announcer (see Jim Desautel's interview on page 39), disc jockey, acrobat, animal trainer, juggler, stunt performer, and aerialist.

**FOR FURTHER INFORMATION WRITE TO:**

American Theater Association
1229 Vermont Ave.
NW Suite 402
Washington, DC 20005

Institute of American Indian Arts
Cerrillos Road
Santa Fe, NM 87501

Unions include:
Actors' Equity Association
1500 Broadway
New York, NW 10036

Screen Actors Guild, Inc.
7750 Sunset Boulevard
Los Angeles, CA 90046

Screen Extras Guild, Inc.
3629 Cahuenga Boulevard West
Los Angeles, CA 90068

American Federation of Television and Radio Artists (AFTRA)
1717 Highland Ave. N.
Los Angeles, CA 90028

# Steve Old Coyote: Rancher

*Steven Old Coyote, who goes by Coyote, works on a ranch on the Yakima Reservation. Coyote lives on the ranch with Rita and their two children. Coyote and Rita do not have a telephone and their nearest neighbor lives a quarter of a mile away. The ranch, thirty miles from the city of Yakima, is approachable for the last ten miles by gravel road only.*

*Although Coyote has lived some of his life in cities, including Oakland and Seattle, he feels most at home away from traffic and shopping centers. He is a Cree Indian but has lived on the Yakima Reservation, off and on since he was a child.*

**HOW MANY YEARS HAVE YOU SPENT AS A RANCHER?**

In my whole life? I think I started when I was six. I quit ranching five times and said I'd never catch another cow again. The longest I've lasted away was a year. I didn't like nothing else. All the other jobs I had, I always came back here.

**A LOT OF PEOPLE DON'T KNOW WHAT A RANCHER DOES. A LOT OF PEOPLE THINK YOU SIT AROUND BEHIND A BIG DESK MAKING SURE YOUR HIRED HANDS GO OUT AND FIX THE FENCE.**

Well, we don't have any hired hands. I have to fix all those fences myself. We have 350 head of cows, 20 horses, 13,000 acres, 3 houses, and a corral. A lot of things, you know, are big jobs; then we hire another guy.

I get up sometimes 6, 7, or 8. Depends on what I have to do and the time of the season. Like in the spring you plant stuff. You've got somebody share-cropping some of that wheat down there. You're getting the ground ready to plant. You get the cows ready; you work cows, vaccinate them, and turn them out.

You get into summer; and you start harvesting the crops, hauling in and harvesting wheat. Then fall you bring the cows back in, vaccinate them; and you got to get ready for the winter feeding.

**WHAT ARE SOME OTHER THINGS YOU DO?**

Oh, digging ditches for irrigation, figuring how to water the land, what way the land flows. You got to find out which way the water runs or else you won't get no crop out of it.

We are always fixing the fences. And whenever you find a sick cow or something, you have to take time off to go over, drag her down, and fix her. That takes a lot of time. The cows are way up on the range now, up on the mountain side. I've done a lot of things. I took out a cow's eye one time, cut out everything inside, packed it with sulfa, and sewed it shut.

**HOW DO YOU KNOW HOW TO FIX THE FENCE OR CURE THE COW OR WHATEVER? DO YOU PICK UP THINGS ON THE WAY OR DID YOU KNOW THIS BEFOREHAND?**

You learn it as you go along. I grew up on these places. That's why I learned about a lot of things, like raising cows.

**HOW ABOUT SOMEBODY WHO LIVES IN THE CITY AND WANTS TO BE A RANCHER? WHAT WOULD THEY NEED TO LEARN?**

A lot of things. You got to get experience. You can't tell anybody how to ride a horse; you got to learn how. You can't tell anyone, "Do this," and make him do it. You got to learn how to rope. You got to learn how to do all kinds of things. It takes a lot of time. You got to pal up with somebody.

**IS IT REASONABLE FOR SOMEBODY WHO IS 16 OR 18 YEARS OLD TO COME OUT TO THE RESERVATION AND EXPECT TO BE A RANCHER?**

When I was 15 I just strolled up to a guy's door and told him I needed a job. "I'm hungry," I said. He asked me what I could do and I told him, "Anything." I drove horses for a long time.

Today being a rancher—people don't understand it — standing knee-deep in mud and freezing water,

wrestling a cow. Then it gets really cold and blizzardly and you got to go out every day and feed them cows. Sometimes they'll have trouble delivering a calf and you got to pull them out. It can be miserable sometimes. But it's got to be done.

**DO YOU HAVE TO BE STRONG?**

Well, you gotta be physically put together, but you learn how to use your weight and stuff.

**CAN A WOMAN MAKE IT AS A RANCHER?**

Sure.

**DO YOU KNOW ANY AROUND HERE?**

Yes, one woman has her family working for her, and she's the one who calls all the shots. There's also a stockyard nearby. They have women working down there. In the slaughterhouse, cows go in one place and bulls go in another place. They split them all up according to color, size, sex and everything. This woman I know can really sort them; she is good. She really knows cattle up one side and down the other.

**DO YOU HAVE TO LIKE ANIMALS TO BE A RANCHER?**

Yes, you got to really like them or you wouldn't put up with them. A cow can be the dumbest thing in the

world. I've never seen anything as stupid as a cow. They give you the hardest time when you try to help them the most. They get hurt. They get scared automatically, which is natural, you know.

**WHAT ELSE IS NECESSARY FOR BEING A RANCHER?**

You need to know a lot of mathematics and English. You got to figure your pounds of feed a day per cow and how much feed you're going to have for the year. Then you got to figure out how much profit you're going to get off your percentage of wheat—whatever that's worth per pound.

You got to know the cost of water and electricity for the pump, how much repairs on all the pipes cost. You figure how much fuel it will take to get the tractor to get the work done. Then breakdowns—you got to figure those in, too. Boy! You got to figure everything.

**WHY DO YOU NEED TO KNOW ENGLISH?**

Because you're writing to all these companies about all these different things, trying to make your job a little easier. Then you get a lot of letters. You write back to them. Good English can really help you out.

**HOW OFTEN DO YOU GET TO GO INTO THE CITY?**

Whenever we need to. Sometimes we just go. It ain't that far—30 miles. Sometimes, when it gets hot, we just take off and go down to the Dairy Queen. If nothing else, we go get ice cream cones.

**DON'T YOU GET BORED? WHAT DO YOU DO FOR ENTERTAINMENT?**

Sometimes we sing, pound on the drums, build a hot rod, or make all kinds of stuff. You don't know the days out here--they're slow and long. There's no need to keep track. I about went crazy in the city. Everybody's jamming around and there ain't no place to jam to.

Out here, after 7 o'clock you got to go a long ways to find anything—even a bottle of pop. There's no police out here. Everybody just kind of takes care of themselves.

**HOW DOES THIS ALL TIE IN WITH BEING INDIAN? DO YOU THINK THAT THIS WAY OF LIFE IS MORE INDIAN THAN THE WAY OF LIFE IN THE BIG CITY?**

This way of life is closer to nature. We have a cabin way up there on the end of the range. It's four times farther out than this place is. There is no electricity out there or nothing. Right here in our creek we've got a sweat lodge. In the city you can't have that. Right across that fence someplace there's a rattlesnake. In the city, you don't have that, either. I'd rather have a rattlesnake than a mugger. I think you get closer to God when you get out away from all that.

Indian is a way of life, not a nationality. It's the spiritual aspects—what is in your heart. What's in your mind is what counts, no matter where you're at.

## FARMING/RANCHING CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Most farmers and ranchers learn from on-the-job experience. It takes someone with good physical condition and stamina. High school courses that would be useful include auto mechanics, bookkeeping, home economics, and ecology courses. Students are encouraged to join their local 4-H Clubs or the Future Farmers of America. It is possible to get a degree at an agricultural college in dairy science, crop science, agricultural economics, horticulture, or animal science. This could take anywhere from 2 to 4 years.

**EMPLOYMENT OUTLOOK:**
Very competitive. Farm laborers are being replaced by machines. Opportunities for small farming operations are declining because large farms are replacing small farms.

**SALARY:**
Very low. Although the salaries can vary greatly depending on the size of the farm, farmers have one of the lowest paid salary schedules.

**THINGS TO THINK ABOUT:**
Farmers and ranchers must enjoy the outdoors and animals. This is a demanding occupation with long hours 7 days a week. It sometimes poses health hazards because of the chemicals and insecticides often used on large farms. Some farm workers work as little as 3 to 5 months a year and have another job during the rest of the year. Starting your own farm requires a big investment because of the high cost of farm machinery today. Most beginning farmers must acquire bank loans in order to get started.

**RELATED JOBS:**
Tenant Farmer: rents land from a farm owner and pays the owner a percentage of the crop earnings. Must provide own machinery and livestock.

Farm Manager: makes major decisions on large farms.

Veterinarian: provides health care to large and small animals.

Animal Breeder: develops improved breeds.

Cow Tester: tests milk and butterfat content on dairy animals.

Cattle Dehorner: dehorns, vaccinates, and castrates livestock.

Agricultural Pilot: sprays fields, mixes insecticides.

Grain Elevator Operator: runs the grain elevators.

Other careers related to farming and ranching include:

Cannery Worker, truck driver, produce sorter, produce packer.

**FOR FURTHER INFORMATION WRITE TO:**
U.S. Department of Argiculture
Washington, DC 20250

Your local Future Farmers of America

Your local 4-H Club

Universities or colleges that have an Agriculture College or Department.

# Pete Bolima: Land Planner

*Pete Bolima is Indian and Filipino. His family is from southeast Alaska and Seattle, but Pete refers to himself as a "California-Tlingit." He graduated from high school in California, attended Oakland Junior College, and held a number of jobs before graduating with a BA degree from San Jose State.*

*Although Pete loves to travel, he has settled down temporarily on the Port Gamble Klallam Reservation in Washington, with his wife Mary Gubatayao and their three girls. It took a while for Pete to find his way to his present career as a planner although he has no plans to change in the immediate future.*

**PETE, WHAT DO YOU DO EXACTLY?**

I am the Supervisor of the Planning Department for the Port Gamble-Klallam tribe. I am a comprehensive planner. I'm into the areas of housing development, coastal zone management and economic development.

The Tribal Council has to decide what kind of project they want—a marina, a fisheries, a picnic area, or what. As a comprehensive planner, I have input in helping the Council decide where a project will best be located without harming other projects, the environment, or the tribe 10 or 50 years down the line.

**HAVE YOU ALWAYS BEEN INTERESTED IN PLANNING?**

I took a lot of time growing up and to get to where I'm at. I did lousy in high school. I was lazy and I just did what I wanted to, but I passed OK. I'd swear my ideas of what I was going to be changed every other year. I think it happens that way. I've had a lot of different kinds of jobs. They all tended to be with urban Indians or Indian groups.

**SO HOW DID YOU GET INTO THIS FIELD?**

I just was at the right place at the right time and I knew somebody. They needed someone to fill in until they hired planners. I started out writing proposals and grant applications.

**WHAT KINDS OF CLASSES WOULD YOU ADVISE A JUNIOR HIGH OR HIGH SCHOOL STUDENT TO TAKE IF THEY'RE INTERESTED IN BEING A PLANNER?**

You have to have good English skills because you really do a lot of writing in grants and reports. I know it's really a lousy subject for some people. I hated English when I was in high school, but I did OK.

You need math, too. I wish I'd taken statistics in high school. When you write a proposal to a federal agency, they always ask for demographic data, population, age breakdowns, education breakdowns, health problems, income.

For me, I'm figuring out acres. I say, "How many feet is that? How many square feet do I need for a floor plan for a mini-warehouse, or a mobile home park, or a child care center?" All you have to know is the four basic math operations: addition, subtraction, multiplication, and division. When you're doing a proposal, you have to do a budget. You do research and find out program costs—salaries, fringe benefits, indirect overhead. It's still only those four basic math operations; but if you can't do them, you're in trouble.

**ARE THOSE THE ONLY THINGS A STUDENT WOULD NEED TO KNOW?**

I personally wish I had some mechanical drawing or just free-hand drawing where I could do simple layouts of the reservation, houses or different things. In tribal areas or urban Indian areas, they're always asking for somebody to draw something or do some art work. We have an artist on board now, so he does a lot of the art work.

**DOES A PLANNER HAVE TO HAVE ANYTHING OTHER THAN A HIGH SCHOOL DIPLOMA?**

It's possible to get a job with a high school diploma, but it's better if you can get some kind of educational training in land-use planning and community development. I've got a bachelor's degree, so that helped me a lot.

**WHAT KINDS OF PROGRAMS ARE THERE IN LAND PLANNING?**

The only programs I know about are either a bachelor's degree in planning or a master's or doctorate degree in planning. It depends on the college or the university that you're applying to, whether they put planning under architecture, the business department, or the social sciences department.

I don't think there's an AA degree in planning. But if you got an AA degree in forestry or fisheries, you would know what you can do with trees, the land. Life sciences are helpful. More and more the issue is what dangers there are to the environment. You balance the positive outcomes, like providing jobs, income, housing, versus their impact on the environment.

**IS THERE STILL A NEED FOR MANY INDIAN LAND PLANNERS?**

There is definitely a need and there will be for a long, long time.

**WHAT IS A TYPICAL DAY LIKE FOR YOU?**

I grab a cup of coffee and talk to the other planners. I get a feel for how the day is going to be, if there are any crises coming up. I look over my mail that came in the day before. I look at what I've got to do. Somedays, it's like I'm walking through syrup; it's terribly hard to do anything. Somedays, I'm just zipping and going.

During the course of a day, I may do any of a number of things—work on a project, go out and check something on the reservation. I talk to people—community health representatives, the accountant, bookkeepers, department supervisors, private developers—and go to a lot of meetings.

There's a planning meeting once a week and meetings with the Bureau of Indian Affairs and other agencies and organizations. Right now, the tribe is in a planning consortium called the Puget Sound Association of Cooperating Tribes. I'm the voting delegate for the tribe.

**DO YOU DO A LOT OF RESEARCH?**

Yes, and running around. I keep having to go back to members of the tribal council and saying, "I know you said you wanted a hot dog-hamburger stand, but listen, this is what I found out; this is what it means; this is what the consequences of doing it are. What do you think?" This is informal, and I get a lot of input all the time. They tell me, "OK, go ahead. Don't do that part of the project, concentrate on this. Thanks for letting me know."

I didn't realize it at the time I started, but there's a horrendous amount of research and studying before you start writing the proposal. Then you revise it, submit it to the Council for them to look at. Then they come back and say yes, or no, change it.

**WHAT DO YOU LIKE MOST ABOUT YOUR JOB?**

I cover a lot of different areas and I love it. I'm lucky at my job because I can go from looking at a shoreline and trying to do a coastal zone management act, to working on HUD community development grant application, to health planning, to setting up a business, to going out on the reservation and looking at some land.

I personally am interested in economic development. Taking something from just a concept (like a general store idea), to doing research on it, finding out if it's a good or bad idea, if it's feasible or not, and then finding money for it, getting it set up and actually running it. I love learning new things.

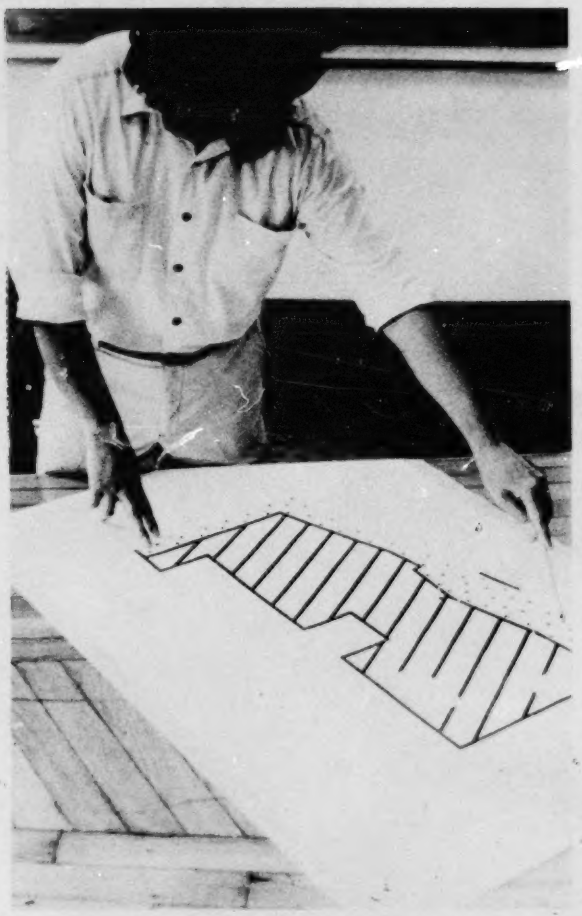
**WHAT DO YOU LIKE LEAST ABOUT YOUR JOB?**

Number one, I hate time clocks but we have to punch them. Number two, there are too many meetings. I'm not able to go to the meetings I really want to. I have to go to some because of the work I'm into. They can be good or really lousy.

**DO YOU FEEL LIKE YOU'RE CONTRIBUTING TO THE FUTURE?**

Yes, I think I am. I like having some input into decisions that are made. Planning can help people achieve things on reservations. The tribal council has a direction they're going. I present the consequences a project will have now and farther on down the line. I can see if the tribe is willing to pay that cost: there's always a cost for either non-development or development.

A lot of people have different definitions of planning. The environmentalists are screaming about 50-100 years down the line. I'm beginning to realize that I've got some kids and I'm trying to think where they're going to be in just 10 years. For Klallam, what kind of reservation do they want their kids to grow up in? What do they want the reservation to look like 10 or even 100 years from now? There's a lot of change happening.



## LAND PLANNER CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
A high school diploma is generally required for someone interested in planning. Degrees in forestry or any of the natural sciences would be helpful. Bachelor or master degrees in architecture, landscaping, urban planning, or engineering are advisable.

**EMPLOYMENT OUTLOOK:**
Very good. With the growth of the population, demands for land planners are increasing. There is a need for Indian land planners on many reservations.

**SALARY:**
Medium to medium high. Your salary can be very good if you have experience or a college degree.

**THINGS TO THINK ABOUT:**
This particular type of work requires research skills and the ability to work alone. Self initiative, enthusiasm, and responsibility are important characteristics for a successful planner to have. Indian land planners make important decisions and can serve to advance the interests of Indian tribes and reservations.

**RELATED JOBS:**
Forester: manages, develops, and protects forests and natural resources.

Forestry Technician: assists foresters.

Range Managers: manages, improves, and protects range resources.

Soil Conservationist: gives technical assistance to farmers and ranchers, and helps them make the most of their resources.

Engineer: takes scientific inventions and makes them usable. Designs machinery, products, and electric power, water, and waste disposal systems. There are aerospace engineers, agricultural engineers, biomedical engineers, ceramic engineers, chemical engineers, civil engineers, electrical engineers, industrial engineers, mechanical engineers, metallurgical engineers, mining engineers, petroleum engineers.

Geologist: researches the structure of the earth's crust to predict earthquakes, and to locate minerals and oil.

Architect: plans and designs buildings.

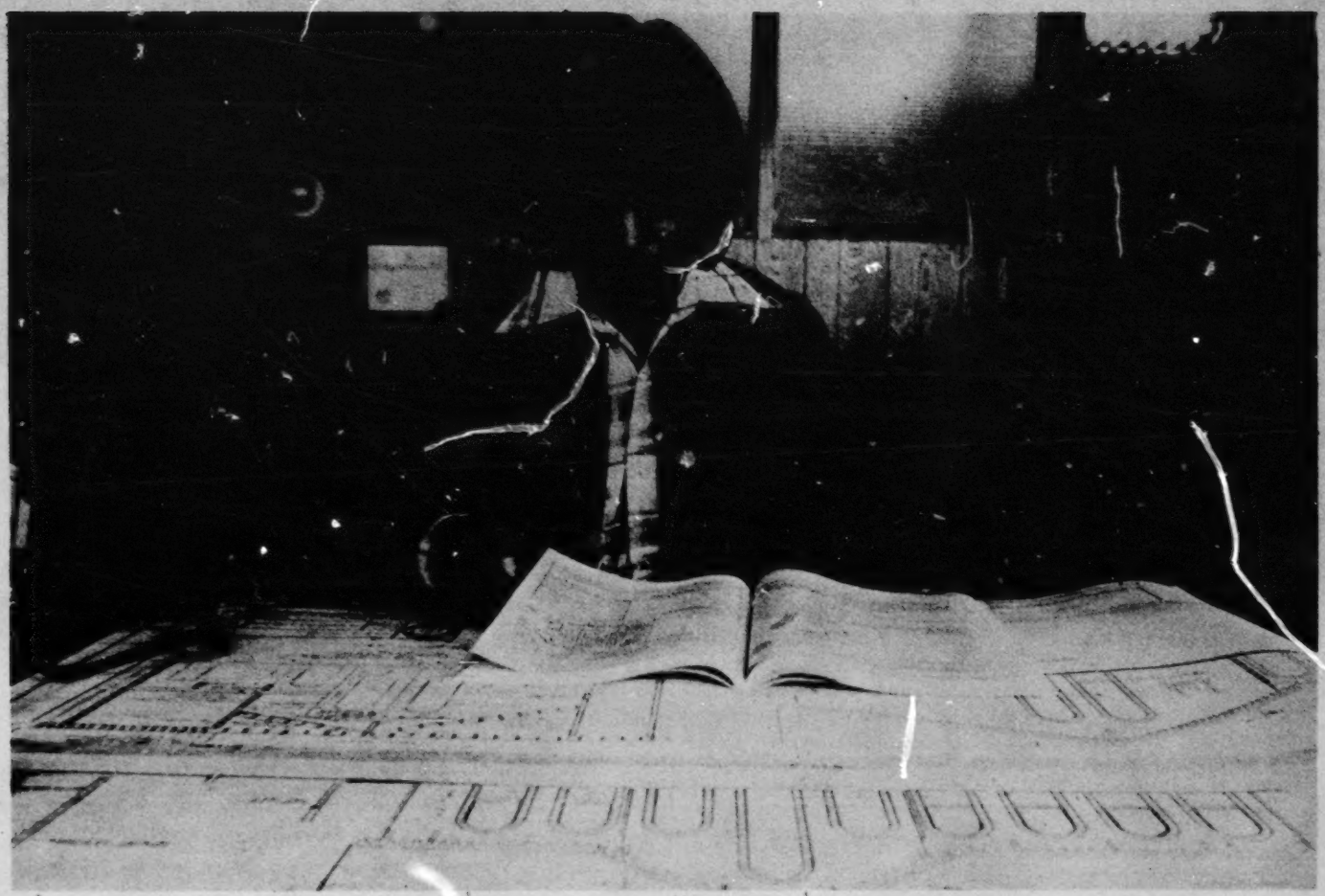
Interior decorator: plans and designs the interiors of buildings.

Landscape Architect: designs residential areas, parks, and commercial zones.

**FOR FURTHER INFORMATION WRITE TO:**
American Institute of Planners
1776 Massachusetts Ave. NW
Washington, DC 20036

American Society of Planning Officials
1313 East 60th Street
Chicago, Il. 60637

Minority Scholarships
Department of Education and Research
American Institute of Architects
1735 New York Avenue NW
Washington, DC 20006



# Harry *Wong*: Real Estate Agent

*Harry Wong is a Colville Indian and Chinese. He grew up in Tacoma, Washington, where he attended Lincoln High School. After high school, he enlisted in the army and served in Viet Nam for 18 months.*

*Since then, Harry has attended Seattle Central Community College and the University of Washington, and has worked at many different jobs. Right now, he is "into" real estate and has a lot to say about the "ins" and "outs" of the field. Outside of work, his interests include martial arts and running.*

**WHAT DOES IT TAKE TO BECOME A REAL ESTATE AGENT?**

You have to take an exam that takes about 2-2½ hours. If you study, it's not that hard, mainly it's memorizing. I spent about a month and a half preparing for the real estate exam. You go to school and they give you the exact same questions that are on the exam. You just go over and over these. There shouldn't be any problem for anybody with a high school education to pass, as long as you have good math skills. It's just a matter of putting the hours into studying. I spent a lot of money in the beginning just preparing. The more I get into it, the more I find out there's more to learn.

**IF SOMEBODY WANTED TO GO INTO REAL ESTATE, WHAT KIND OF SCHOOL WOULD THEY ENTER?**

There are several places you can go. You really don't have to go to school; you can just take the exam. You can take the exam once each month now. They have a limited number that they'll accept, but if you get your application and fee in on time, you can take it as many times as you want. You send your fee into the state. It's about $25.00. If you fail it, you can take it again and again.

**IF YOU DON'T PLAN ON ATTENDING CLASSES TO**

**BECOME A SALESPERSON, WHAT TYPES OF THINGS DO YOU RECOMMEND?**

Well, I personally recommend that you take a class, but you could go through a friend that took the class, and use their notes. If you wanted to pay, you could go to a community college. I think there's at least 3 or 4 "crash-course" outfits where you study for about a month and take the exam.

**IS YOUR LICENSE TO SELL FOR BOTH COMMERCIAL AND RESIDENTIAL PROPERTY?**

Right. I can sell houses, apartments, buildings, land, you name it. The only thing I don't sell is mobile homes, unless they're attached to the ground.

**WHAT'S A BROKER?**

I work with a broker, and the broker more or less oversees my transactions. If I do something wrong, we both can be held responsible, but he's mostly responsible. You have to be a full-time salesperson for two years and at least 18 years of age in order to take the test to get your broker's license. Brokers can open their own office, as it stands right now.

**AS A SALESPERSON, HOW DO YOU GO ABOUT FINDING A JOB?**

My friend is working for a particular company and that's the company I'm working for. I imagine just like anything else you go around and visit various offices. You go in and see how it's set up, and if it's set up to your personality. You talk to the people. Everyone operates differently, and you want to line up with someone that fits your personality.

**WHAT IS YOUR TYPICAL DAY LIKE?**

I try to be at the office at 8:00 a.m. That will give me time to check over all my messages. The evening before, I've mapped out a plan of what I'm going to do. I go through the bulletins and see what the inventory is. I try to make contacts with people on the phone or face-to-face. The more people you contact, the better your chances to obtain a listing or a sale. That's the name of the game in real estate.

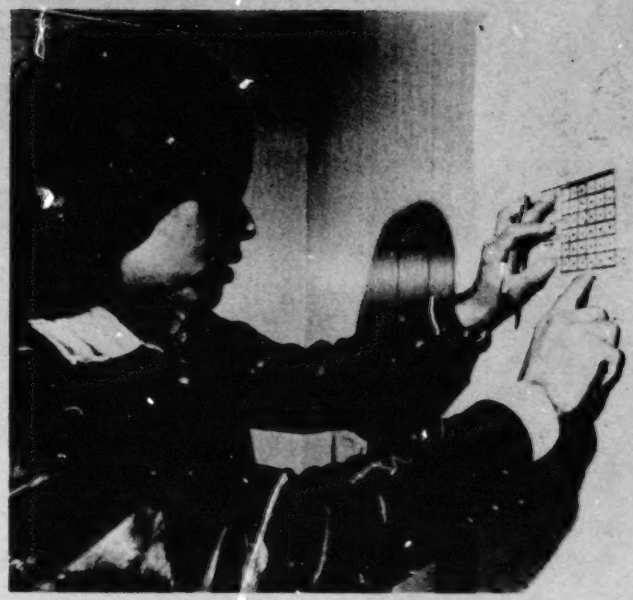
**DO YOU GET PAID MORE, DEPENDING ON HOW MANY HOUSES YOU HAVE SOLD?**

Yes, it's straight commission right now. It forces you to be competent. You either make it or you don't. It's a good test of how well you prepared yourself.

**OK, LET'S PRETEND I WANT TO BUY A HOUSE.**

I would sit down with you and try to draw out exactly what you want. I would ask you your capabilities of





purchasing and zero in on what location you want. Then I would go out and preview houses myself, just go out and look at them. If they matched what you wanted, then I would pick the top 3 out and look at them. If you liked one, I'd get the little contract out and hopefully sell you a house.

**HAVE YOU EVER BEEN TEMPTED NOT TO TELL WHAT'S WRONG WITH A HOUSE SO YOU CAN SELL IT AND MAKE YOUR COMMISSION?**

No, I wouldn't do that. By law it is totally illegal. I would be held liable. There's a strong code of ethics in real estate that most people abide by. The best thing in real estate is to be honest and do your best job because a lot of your success depends on referrals. If word gets out that you had anything to do with any form of foul play, it would kill your business.

**WHAT KIND OF ADVICE WOULD YOU GIVE SOMEONE GOING INTO REAL ESTATE?**

The best advice to a salesperson is to just work on sales. A lot of times people get into real estate and they're bombarded with everything—financing, mortgaging, escrow—and they're totally confused. They try to learn too much. They try to provide too many services. If they come up with legal questions, they should be referred to a legal counsel. If they come up with tax questions, they should be referred to IRS. Stay out of other professions and just stick with sales.

**WHAT DO YOU DISLIKE ABOUT REAL ESTATE?**

I have to work Saturday, Sunday and evenings too. It's really rough on married people and family people. If you're single, it's rough on your social life. Another thing is learning how to deal with rejections.

**DO YOU TAKE IT PERSONALLY WHEN PEOPLE REJECT A HOUSE THAT YOU'RE TRYING TO GET THEM TO BUY?**

The professional wouldn't but the novice would. It depends on the person. Myself, it bothers me if someone says they're going to buy something and they don't. That happens a lot. They do business with you and you do a lot of work for them and then they list somewhere else.

**WHAT DO YOU LIKE ABOUT THE JOB?**

I don't know of any other job where I can have such flexibility. I am an independent contractor. I set my own hours. I work the area I want to work. I can be a salesperson if I want. I can go into commercial aspects or work with Indian people to learn about trust lands. It's wide open. The types of skills that you learn, you can take back to your reservation. It's really a flexible business.

## REAL ESTATE CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Real estate agents must be high school graduates, at least 18 years of age, and licensed. Licensing requires completing a written test. It is possible to get an associate arts degree or a bachelor's degree in real estate. Real estate agents should know about transportation, utilities, and employment opportunities in their sales territory.

**EMPLOYMENT OUTLOOK:**
Excellent. Opportunities in real estate are increasing with the constant population rise and demand for housing.

**SALARY:**
Medium for a beginner who sells houses on a commission. Medium high to high for an experienced agent or broker.

**THINGS TO THINK ABOUT:**
A real estate agent should be able to find work in just about any community. This type of occupation usually requires a pleasant personality with a lot of enthusiasm because of the contact with the public. For a novice real estate agent, months may pass before a sale occurs. Competition between different agencies is intense.

**RELATED JOBS:**
General Manager: oversees real estate agents in a large real estate firm.

Broker: acquires listings of property sales; can run own real estate office.

Real Estate Appraiser: decides value of property.

Property Manager: helps maintain property for clients through maintenance and rental lease care.

Building Consultant: helps people plan building designs; sells designs to interested builders.

There are also sales careers in business, transportation services, utilities, printing, food products, textile products, apparel, chemical, sundries, furnitures, electrical goods, home appliances, gardening equipment, and automobile supplies.

**FOR FURTHER INFORMATION WRITE TO:**
National Association of Realtors
430 North Michigan Ave.
Chicago, IL 60611

The Real Estate Commission or Board located in your state capital.

# Sandy Charwood: Bus Driver

*Sandy Charwood, a Colville Indian, is a bus driver for Metro in Seattle. She is married and has two children. She attended high school at the American Indian Art Institute in Santa Fe, New Mexico, and at Shorecrest High School in Seattle. She's taken college courses at Shoreline Community College and at Seattle Central Community College.*

*Sandy does not plan on always being a bus driver. She would like to return to college and become either a teacher or a social worker. Outside of work, she enjoys sports and might eventually combine her interests with becoming a physical education teacher.*

**WHEN DID YOU DECIDE TO BECOME A BUS DRIVER?**

I went down to the Indian Center one summer when I was out of work. I was looking for a different kind of job. The people at the Indian Center referred me. Metro was looking for Indian drivers, so I went and applied for the job, took the test; and they hired me.

**DO YOU LIKE YOUR JOB?**

At times I do. I like to drive. I don't like working behind a desk.

**ARE THERE ANY SPECIAL REQUIREMENTS FOR BEING A BUS DRIVER?**

You have to be over 21 and have a good driving record, no accidents. You have to know how to drive a truck and other heavy equipment vehicles. They train you for what you have to do.

**ARE THERE ANY OTHER INDIAN DRIVERS?**

There is only one other Indian driver, and he is from Alaska. We were in the same class together. There are a few Asians and a few Chicanos. Other than that, the drivers are mostly white or black. There are about 50 women drivers. Out of that, there are maybe 30 who are ethnic minorities.

**HAS BEING INDIAN AFFECTED YOUR JOB AT ALL?**

No. If anything affects my job, it's being a woman. I think sometimes people take advantage of me because I am a woman.

**CAN YOU TELL US A LITTLE MORE ABOUT WHAT IT'S LIKE TO DRIVE A BUS?**

I'm what you call an extra-board driver. I drive a different route every day, sometimes even three times a day. I have to watch my schedule so that I am at certain points at certain times. This is important for people who have to transfer buses on a certain time schedule. There are inspectors who walk around town to make sure the buses are on time.

**HOW ABOUT THE PEOPLE, DO YOU GET TO MEET MANY PEOPLE?**

Not unless they're regulars. So many people get on the bus. But I try and look at them. Whether they look at me, smile, or look up or down, I always try to get some reaction. I keep something open in me.

**DO YOU GET NERVOUS IN TRAFFIC?**

Well, I get nervous of other drivers. I'm very relaxed, calm; but other people scare me to death.

**HOW LONG DO YOU THINK YOU'LL BE A BUS DRIVER?**

Not too much longer. I like driving a bus, but it doesn't do a whole lot for my brain. I fell into it by accident. I didn't plan on making it my career. I did it, you know, to make more money at the time. I had just been to school for so long, and then I interrupted it to get married. Then I went to work. Now, I think I should complete my education and do something else.

I would like to be a social worker or a teacher. Maybe after this change, I might want to do something else. I'd like to work with Indian children. I'd like to finish my college.

**DO YOU THINK BEING OLDER IS GOING TO BE AN ADVANTAGE IN ENTERING A CAREER LIKE TEACHING OR SOCIAL WORK?**

It'll probably be an advantage to me because I'll be more mature and I'll know from past experiences exactly what I want. I won't have to make the same mistakes that I made before. I'll know exactly where I'm going and what I want to do. And I'll do it.

When I first started school, I didn't know exactly what I was going to do and I was at loose ends, so I just got married. I should have finished and then got married.

**IS THERE ANY ADVICE YOU WOULD GIVE TO JUNIOR HIGH OR HIGH SCHOOL STUDENTS?**

If you're thinking about doing something, do it. Don't put it off. I'm not going to wait until I'm 38 and look back and say, "I wished I would have done that when I was 28. It would have been so much easier," I'm not going to do that.

## BUS DRIVER CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Bus drivers need to be at least 21 years old, have a valid driver's license, a good driving record, and a chauffeur's license or certification to drive a bus. This usually requires passing a written test and a physical exam. Sometimes there is a small fee to take the written test. Some companies offer training courses for their beginning drivers.

**EMPLOYMENT OUTLOOK:**
Excellent. Careers in city transportation are increasing rapidly due to gas shortages.

**SALARY:**
Medium. Salaries of intercity bus drivers (such as Greyhound bus drivers) are considerably higher than city bus drivers.

**THINGS TO THINK ABOUT:**
This type of occupation may require early morning and late evening hours. It also may require working on weekends and holidays. Driving in heavy city traffic can cause tension. Someone who is relaxed, not easily excitable, mellow, and capable of handling emergency situations might like this career.

**RELATED JOBS:**
Intercity Bus Driver: drives from city to city.

Truck Driver: drives from location to location to deliver goods. Usually has to load and unload the truck contents.

Supervisor: patrols bus routes and checks to make sure that all is well.

Dispatcher: stays in the office and handles the CB radio; organizes the bus routes.

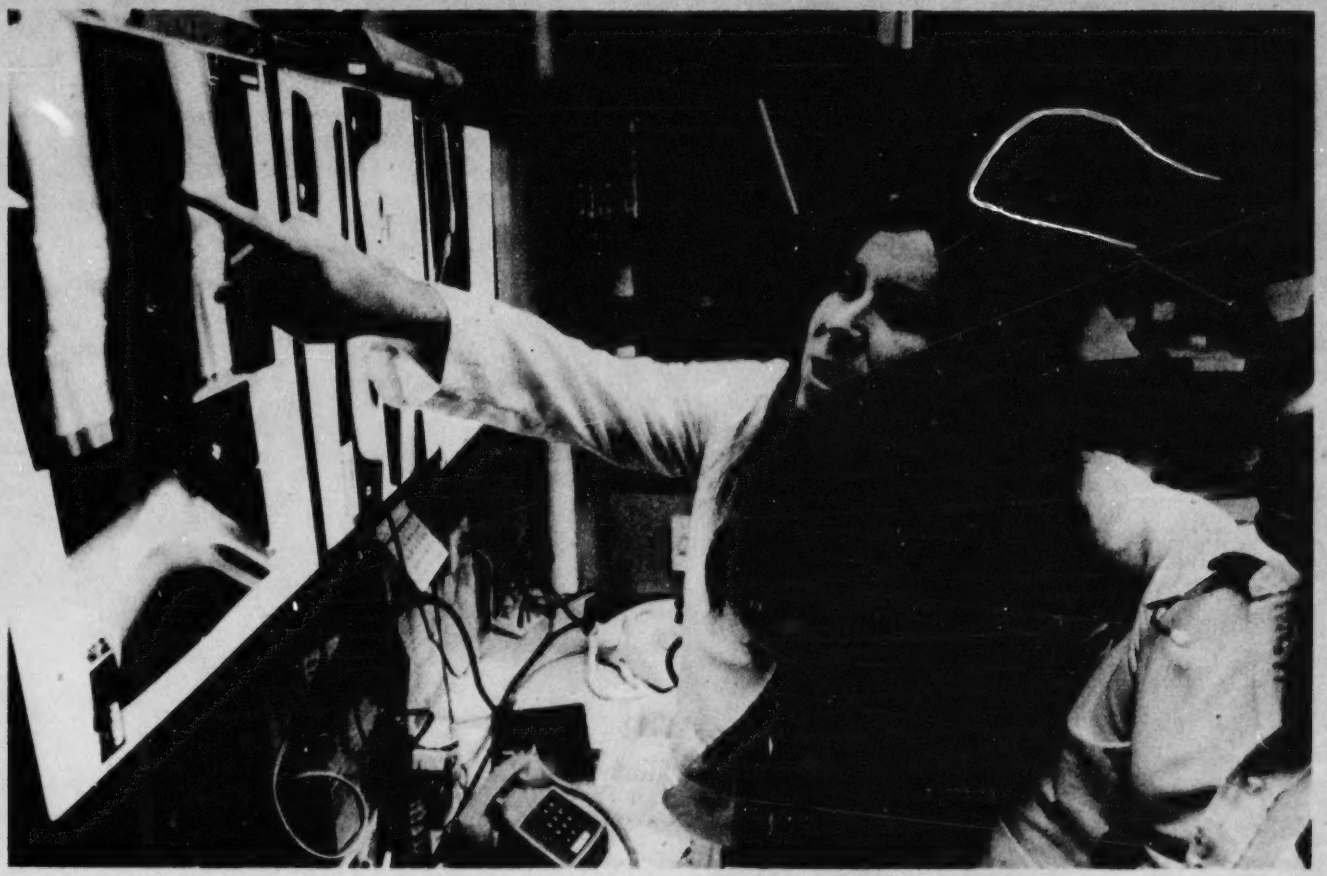
Taxicab driver: delivers passengers to destinations in the city.

Chauffeur: drives for an individual or a private business firm.

Ambulance Driver: transports sick and injured people.

**FOR FUTURE INFORMATION WRITE TO:**
Your local state employment office

Your local transit system



# Ron Shaw: Doctor

*Ron Shaw was in the last year of medical school at the University of Washington at the time of this interview. He graduated from Casis Hall High School in Tulsa, Oklahoma, and attended Oklahoma State University in Oklahoma. For his first year in medical school, he went to the University of Alaska.*

*Although Ron has been a student for many years, he hasn't let school engulf his whole life. He still finds time to participate at Native American celebrations. He dances the men's straight dance in traditional Osage dress. His parents are Creek and Osage from Oklahoma.*

**WHEN YOU GRADUATE FROM MEDICAL SCHOOL, WHAT WILL YOU DO?**

All doctors who have recently gotten degrees have to do some further training at a hospital. The length of this training depends on what your interests are. I plan to work at the University of Oklahoma hospitals. For two or three years I'll be training in the specialty of internal medicine. I plan to initially practice in the Indian Health Services.

**WHEN DID YOU DECIDE THAT YOU WERE GOING TO BECOME A PHYSICIAN?**

Probably for anybody, they make decisions, then they change their minds, then they go back. I've thought about it since sixth grade.

**A LOT OF PEOPLE IN HIGH SCHOOL OR JUNIOR HIGH MIGHT WONDER IF GOOD GRADES OR EXCELLENCE IN THE SCIENCES WOULD BE NECESSARY IN ORDER TO BECOME A DOCTOR.**

I think that probably the most important part was that I went to a good high school. I had pretty good grades, but it wasn't just the grades. I'd already had one year of chemistry in high school so it wasn't brand new to me. You have to like the subject. You can't just want to be a doctor and not like chemistry.

In high school my advice is, don't be scared of taking some of the more difficult courses. Don't take all of them. Don't take them just because you want to be prepared for college, try to take them because they're interesting to you. Take an inventory of your abilities and your likes and dislikes. If you find that all your skills are in business administration, don't try to force yourself to like science. People are born with different abilities.

**IT TAKES ABOUT 8 YEARS TO BECOME A DOCTOR. WERE THERE A LOT OF SACRIFICES INVOLVED?**

You take one year at a time. It's not that many years when you come down to it. The years pass more quickly then you think. You still carry on and do things you used to do. I think anyone who has to cut themselves off from society completely just to go to school shouldn't go to school, regardless if they make straight A's.

When people think of eight years of college, they think, "Well, that eight years is lost. All I'm doing is going to school."

That's not true. That's eight years that you've got to change in every area of your life. There's a lot of extracurricular activities. There's politics, premedical societies on campus, athletics. When I go to school, it's just like an eight-hour work day. Even though it's called school, it's more like work. But I'm learning.

**THERE'S A MYTH THAT IT'S VERY DIFFICULT TO GET INTO MEDICAL SCHOOL, BUT ONCE YOU'RE IN, IT'S ALMOST IMPOSSIBLE TO FLUNK OUT.**

That's true. It's because there's a lot of money invested in you once you start. Flunking a test or even flunking a class doesn't get you out of school. You're given an opportunity to make it up, and of course that makes you feel bad. There's not that many people who flunk tests.

**THIS IS 1978. ARE THERE A LOT OF FINANCIAL OPPORTUNITIES FOR INDIAN STUDENTS?**

There's a lot of financial aid. Now that the National Indian Health Care Improvement Act has been passed, there are some big scholarships available with preference to Indian students.

**SUPPOSE A STUDENT STARTED PREMEDICAL TRAINING AND THEN THEY CHANGED THEIR MIND. ARE THERE OTHER CAREERS THEY CAN CHOOSE WITH THE TRAINING THEY'VE HAD TO THAT POINT?**

I have considered other choices. My favorite was being a public health administrator. Medical technology is another. Medical technology is the science of laboratory medicine. You do a multitude of lab tests on all sorts of specimens from sputum, urine, blood, even sweat. I would say that the medical technician knows more chemistry than a physician.

Others can be nurses. The new role of nurses is that they be clinicians, which means they can work by themselves, seeing patients, examining them, writing orders, etc.

**AND PRESUMABLY, THEY CAN BE MEN, ALSO.**

Oh, sure, in fact, I've been surprised how many men are in nursing. There's more than you think. Now you see the nurses in intensive care units. It's incredible, the skill they have. They don't make the major decisions, but as far as the procedures and manipulating all this electronic gadgetry it's things physicians can't do—not because they don't want to, but because they just don't know how to do it.

Another field is X-ray technology. You actually take the X-rays. Physical therapy is another one. Physical therapy is the rehabilitation of a patient who has been injured. They need help and instruction and exercises that will help strengthen or improve the co-ordination of an affected limb. You're almost like a coach.

**A LOT OF PEOPLE KNOW THAT THERE ARE DOCTORS, BUT DON'T QUITE KNOW WHAT A DOCTOR DOES. WHAT WOULD A TYPICAL DAY BE LIKE?**

A typical day would include making rounds on the patients in the morning at all the hospitals, getting their

laboratory reports, then going in and seeing them. I think that the most important part is dealing with the patient. When you're on an internship, you really don't have the time. There's a lot of things you're learning, besides getting along with the patient. In spite of it being the most enjoyable part, in the interests of efficiency, you can't let yourself enjoy that privilege.

Most physicians nowadays, because of the well-trained nursing staffs, don't have as much patient contact as the nursing staff does. You get information on how well patients are doing by looking at their charts. The nurses take the blood pressure, the temperature, the pulse. You just look at the notes.

DO YOU GET TRAINING ON HOW TO COMMUNICATE WITH PATIENTS?

No. It's learned by watching a physician who really is good at it. There are occasionally people who are very brilliant and very compassionate. Those are the people you remember, particularly because they're compassionate. Of course, they're the exception.

Most of the emphasis in your practice is psychology and psychiatry. A general practitioner said that half his practice is psychiatry. You're always trying to play Sherlock Holmes. First you've got to figure out, are they sick? If they are sick, how sick? If they're not sick, why are they complaining about this? The art of medicine is not the proper way to tap a swollen knee joint, but the art of medicine is delivering it in a compassionate manner.

ARE YOU PREPARED TO HAVE SOMEBODY DIE UNDER YOUR CARE?

I'm prepared for it. It hasn't happened yet. I've had a patient who tried to overdose one time, and I felt very bad.

WHAT WILL YOU FEEL LIKE WHEN YOU BECOME "DR. SHAW?"

To me, I can't help but get a lot of self-gratification. I've worked a long time. I can't say, "Well, I'm doing it all for Indian people." You've got to live for yourself. You've got to feel good about what you're doing, and not just be a workhorse. I don't really like to admit it to myself, but I've worked hard to earn a title of respect. I don't feel ashamed about feeling good about it. It's a challenge.

## PHYSICIAN CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
The study of medicine includes science courses like biology and chemistry. These are usually offered in high school. The first step to becoming a doctor involves at least 3 years of college or getting a Bachelor of Science Degree. The second step is taking the New Medical College Admissions Test and getting admitted to a medical school. Graduation from medical school involves about 4 years of study and passing a license examination. One or two years of residency—practice in an accredited, graduate medical educational program—follows graduation. Actual working with patients begins during medical school.

**EMPLOYMENT OUTLOOK:**
Very competitive. It is difficult getting accepted to a medical school although there is a constant search for Indian doctors.

**SALARY:**
High. Doctors are among the highest paid professionals in the United States.

**THINGS TO THINK ABOUT:**
A doctor must be willing to give a lot of personal time to society. Doctors are often on call during weekends, nights, and holidays. Emotional stability is very important because of the life-and-death decisions a physician must make. It takes a great deal of perseverance to become and to remain a doctor.

**RELATED JOBS:**
Chiropractor: treats patients by manual manipulation of the body, especially the spinal cord.

Optometrist: examines people's eyes and provides corrective lens.

Dentist: examines and fixes teeth.

Dental Assistant: attends to patient and assists dentist during treatment.

Dental Hygienist: develops x-rays, makes model impressions of teeth, and helps educate the public about tooth decay.

Dental Technician: makes artificial teeth, crowns, bridges, and inlays for dentists.

Medical Technician: operates medical equipment, handles emergencies.

Medical Lab Worker: takes tests (blood, urine) and analyzes them for the doctor.

Medical Clerk: keeps track of patient files and appointments.

Registered Nurse: observes, evaluates, and records progress of patients, administers medications, instructs patients in their own care, assists doctors.

Practical Nurse: assists registered nurses or doctors.

Nurses Aide, Orderly: answers patient bell calls; feeds, bathes, and dresses patients; assists nurses in hospitals.

Occupational Therapist: helps patients adjust to society after operations involving any severe changes—blindness, deafness, artificial limbs.

Physical Therapist: helps patients with physical rehabilitation.

Pharmacist: dispenses drugs prescribed by doctors and advises patients on their usage.

**FOR FURTHER INFORMATION WRITE TO:**

Council on Medical Education
American Medical Association
535 N. Dearborn Street
Chicago, IL 60610

Indian Health Scholarship Fund
Federal Building, Room 215
Aberdeen, SD 57401

Indian Health Services Career Opportunities
5600 Fishers Lane
Rocksville, MD 20852

Association of American Medical Colleges
Suite 200
One Dupont Circle, NW
Washington, DC 20036

American Indian Nurses Association
2241 West Lindsey
Suite 502
Norman, OK 73069

Association of American Indian Physicians
6801 South Western
Suite 206
Oklahoma City, OK 73139

Indian Health Career Opportunities
c/o Seattle Indian Health Board
Training Department
903 East Columbia Street
Seattle, WA 98122

# Maiselle Bridges: Tribal Councilperson

*Maiselle Bridges has been involved in tribal politics for many years. For nine years, she served as a member of the Puyallup Tribal Council, during which time she was largely concerned with the issue of Indian fishing rights.*

*Maiselle's husband is Puyallup, and they have three daughters and seven grandsons. She has always lived near the Nisqually Reservation and was brought up by her grandmother on the Nisqually River in a one-room loghouse. Maiselle is presently on the Nisqually School Board and the Wa-He-Lute Parent Advisory Committee.*

**HOW DID YOU GET INVOLVED IN TRIBAL POLITICS?**

I have to go back a few years. I'm Puyallup and my husband and children are Puyallup. My entire family had been battling the state over fishing rights for a long time. We realized that if we were going to get somewhere we'd have to have some kind of backing from the tribe.

**WHEN WAS THAT?**

About twelve years ago in the early 60's. We selected a couple of Indian men who we thought we could get on the council. They kind of backed out. They got scared of the responsibility we were trying to push on them. So, I decided I would run.

At that time, there was no fishing on these rivers. If you fished, you went to jail. So Indians were really discouraged. We were always going to jail and getting out, coming back, and fishing again and going to jail. As a result, there was always an article in the paper about us, and teachers would make remarks about it to my children in school. Our children would get angry and try to explain to the teachers why we were doing this. Then, I'd get a note from school. One of my daughters would be asked to leave. My children would tell me, "Well, I can't go back to school until I've been reinstated." Then I'd be back down at the school trying to reinstate my kids for doing something they believed in. But the school system didn't teach my kids about the treaties between the Indians and the government.

To our children it wasn't funny to eat beans three times a day and try to patch their tennis shoes, but this

is the way we lived at that time. The state kept us in poverty.

**IN THE BOLDT DECISION, INDIAN FISHING RIGHTS WERE UPHELD. HOW DID YOU AS A COUNCIL MEMBER HELP BRING THIS ABOUT?**

That's kind of a long story. We decided to bring in as many Indians as we could and we built a camp on the Puyallup River on land that we knew we owned. We had two or three hundred people camping. Of course, the state had forbidden fishing on the Puyallup River. They closed all the places so we built a camp and brought the people in. We lived there. We moved in on the latter part of June. The fish run didn't start until the latter part of July and we fished all the month of August. The first week of September they came down and arrested everyone.

But because we were acting as a Council—this is what I was telling you that you have to have the backing of the tribe — we demanded that the Department of the Interior step in on our behalf to help us protect our fishing rights, which are preserved in the Medicine Creek Treaty.

**IT SOUNDS AS IF A BIG PART OF YOUR JOB WAS TO MOTIVATE A LOT OF PEOPLE.**

All these things just didn't happen. We just didn't say, let's have a camp. There had been years and years of struggle. There were a lot of things going on around the country. There was Alcatraz, Pit River. Young Indians were becoming aware of what was happening to the Indian people.

**WHAT OTHER ISSUES WERE YOU INVOLVED IN BESIDES FISHING RIGHTS? WHAT WOULD A TYPICAL DAY FOR YOU AS A COUNCIL MEMBER BE LIKE?**

Meetings all day long. A meeting would start at nine and go until maybe eight or nine that night. We talked about court cases land and taxes, liquor laws. We were constantly trying to build and were always running into trouble, like with the city of Tacoma. Maybe they didn't want to hook up sewers or electricity, so then we were hassling with them. We were always hassling with the game department, or maybe we had some court cases pertaining to child custody.

**THESE KINDS OF ISSUES DON'T SOUND LIKE SOMETHING YOU COULD LEAVE AT THE OFFICE.**

No, not ever. We couldn't just sit down and have a nice fish barbeque. We always talked about problems and this is the way we lived. I looked at the tribe as my family. All these people are my family and I had to look out for their interests. How can I best serve them? How can I improve their health, their education, their welfare? How can I push the Puyallup tribe to a bigger and better place for our people and the protection of our children?

**DO YOU FIND THAT YOU MADE MANY ENEMIES?**

Oh yes, some people might not go along with you. That's obvious when I wasn't elected back in again. You have to run for re-election every 3 years.

**WHAT KINDS OF THINGS HAVE MADE YOU SUCCESSFUL?**

I can talk to people on a one-to-one basis. I tried to build a good reputation. I wanted to be a good example for my children.

**DO YOU THINK MOST COUNCIL POSITIONS PROVIDE AN ADEQUATE SALARY?**

I think they should be paid more than they actually get. Their salary isn't that good for what you have to go through. For me, it was more than a fulltime job because I took it home.

**WOULD YOU ENCOURAGE OTHER YOUNG PEOPLE TO GO INTO TRIBAL COUNCIL POSITIONS?**

Yes, because you're helping the growth of your tribe. I am proud of what I accomplished along with other members of the council in the 9 years that I served. If you don't like the laws of the United States or your tribe, then young people should work to change them. Make life better, easier for everyone.

**WHAT KIND OF ADVICE WOULD YOU GIVE ANYONE GOING INTO TRIBAL POLITICS?**

You've got to have faith in yourself and your religion. If you have a strong faith, it helps you. You've got to like yourself. You've got to set a night vision for yourself. You've got to build that inner-strength within yourself, whether you're white, black, Indian, or whatever. Be honest. Never try to talk yourself into something you know is wrong. Always try to deal honestly with people around you. Then when you come home in the evening you'll have a real good feeling about what you've done that day.

## TRIBAL COUNCIL MEMBER CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
People must be elected into tribal council positions. Every tribe has its own constitution with stipulations as to who is eligible to run. Most tribes require council members to be enrolled members of their tribe and at least 21 years of age. It is important to be active in the tribal community and to have knowledge about tribal history, tribal politics, tribal problems and federal government programs. Classes that are helpful include business, accounting, Native American Studies courses, contemporary problems, environmental courses, and civics. Degrees are not required but recommended in political science, Native American Studies, business management, or accounting. Any classes in law are also beneficial.

**EMPLOYMENT OUTLOOK:**
Very good. There is always a need to have new people with new ideas in tribal government. If a person has a degree, chances of getting a position in tribal government are excellent.

**SALARY:**
Medium to high. This depends on the size of the tribe and the available tribal funds, which are dependent on natural resources, claims settlements, or federal grants.

**THINGS TO THINK ABOUT:**
Many tribes are encouraging their young members to serve on the council in order to be more responsive to the needs of the younger people. There is a lot of pressure in being a council member due to the decision-making responsibilities. There is usually a lot of travelling and meetings with politicians and other people. A tribal council member must have the continuing support of their community since re-elections occur as often as every 1 to 5 years.

**RELATED JOBS;**
Politician: makes laws, serves and represents the community.

Paralegal: assists the public in private and public organizations with legal advice.

Judge: hears and decides cases in a court of law.

Attorney: provides legal advice to individuals, organizations, tribes, and communities.

Business Manager: makes decisions about employment, management, personnel, and money matters.

Accountant: keeps track of incoming and outgoing money for an organization.

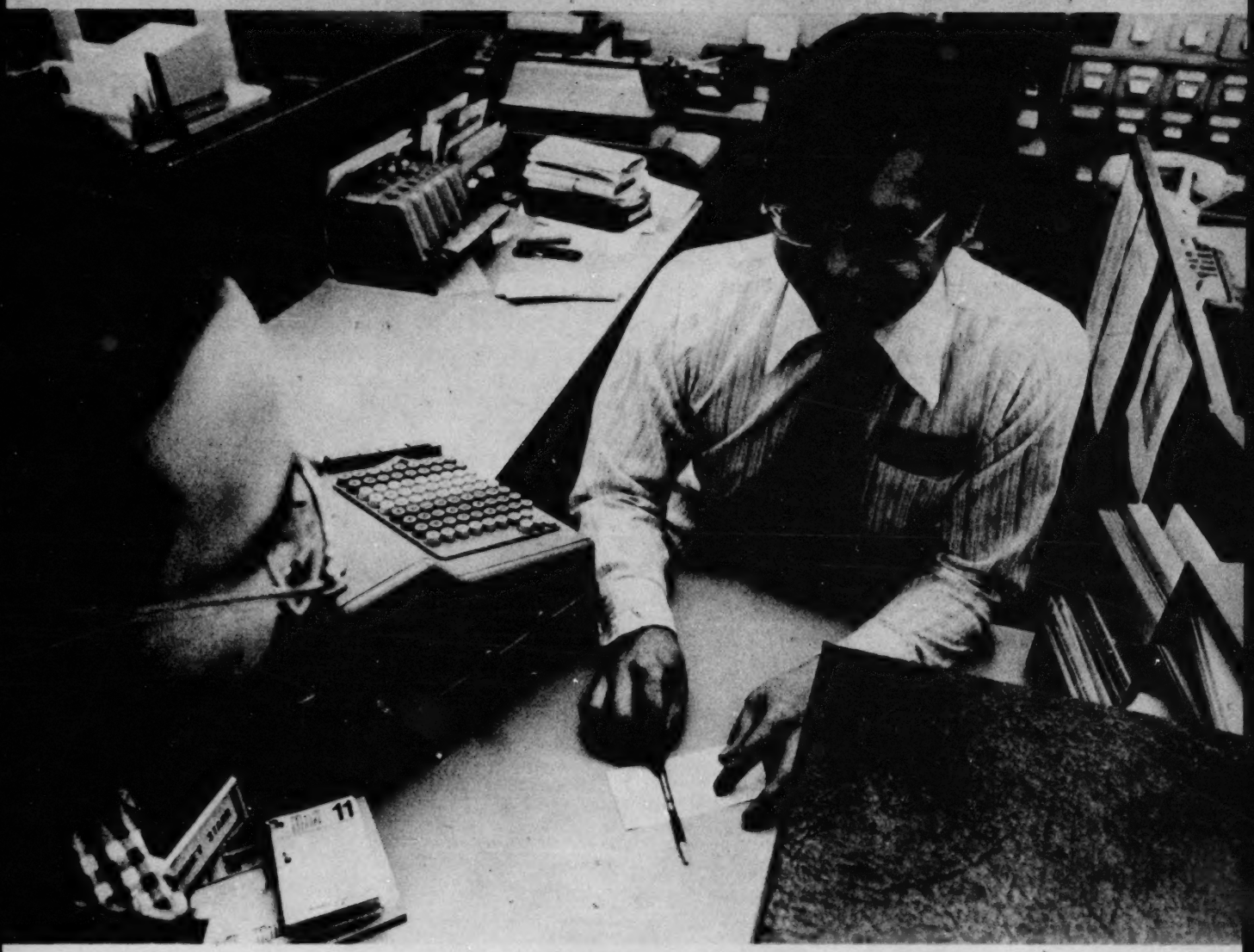
**FOR FURTHER INFORMATION WRITE TO:**
Antioch Indian Paralegal Program
2416 Crescent Place N.W.
Washington, D.C. 20009

American Indian Lawyer Training Program Incorporated
319 MacArthur Boulevard
Oakland, CA 94610

National Congress of American Indians
1430 K Street N.W.
Washington, DC 20009

Native American Rights Fund
1506 Broadway
Boulder, CO 80302

American Indian Law Program
University of New Mexico School of Law
Albuquerque, NM 87106



# Cooney Starr: Bank Teller

*Cooney Starr is a bank teller for Seattle-First National Bank. He is a Tlingit Indian from Angoon in southeastern Alaska. He attended high school and Haskell Indian Junior College in Kansas. He is married and has one son. Before he was a bank teller, he was a fisherman in Alaska.*

**WHAT DO YOU DO AT THE BANK?**

I wait on customers, I do paper work and filing. You have to keep track of everything you do in a bank. You have your own money and you have to take care of it.

**DO YOU LIKE YOUR JOB?**

Yes, I like working at the bank. Sometimes you get upset and frustrated, but it's not that bad once you get to know what you're doing. There's still a lot I have to learn, but it's getting easier.

**HOW DID YOU CHOOSE BANKING?**

I started going into business in college after getting out of the army. I had scored high on my math aptitude test. I took one year of junior college at Haskell Indian Junior College in Lawrence, Kansas.

When my wife and I moved to Seattle, I saw an ad in the paper from the Teller Training Institute. I had to take some entrance tests. I scored very high on those tests and enrolled in the month-long training program.

After my training, I applied at Seattle-First and other banks. Within a week and a half, I started getting appointments for interviews. I preferred to work at the Fisherman's Terminal Branch in Seattle, because I used

to be a fisherman in Alaska. There's a lot of fishermen that come in there.

**HOW DO YOU LIKE WORKING WITH ALL THE MONEY?**

When I first started, I was nervous and my hands were shaking. You know you have to count it all out. I never saw that much money in one place before. But you get used to it.

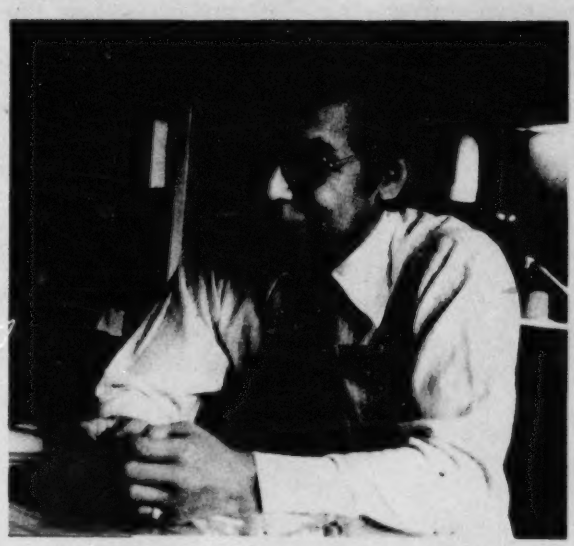
**WHAT PERSONALITY CHARACTERISTICS ARE HELPFUL FOR SOMEONE IN YOUR POSITION?**

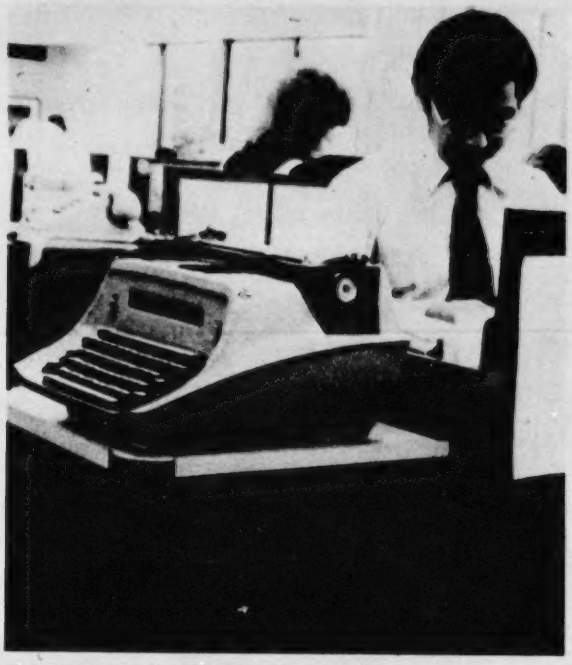
Well, it helps if you like to work with math, and if you like to work with people. Sometimes we have customers that get upset and there's nothing we can do about it.

If someone gets upset, we're told not to talk back in any way. You know, customer relations. After a little while, when we get to know the customers a little more, there's always a little small talk along the way.

**DOES BEING INDIAN HAVE ANY EFFECT ON YOUR JOB?**

It might. I'm not very sure. There was this one guy who came down to the bank last month. He was doing some kind of survey. He said that after 18 months, there's training you can take to be a manager. He said it was especially good for Indians and other minorities. After 18 months, I'm going to see if I can take that training. Any training I take I'm going to make sure I can pass it. I don't plan on being a bank teller for 20 years. I don't know how long it will take. I want to advance myself.





## BANK TELLER CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
It is helpful to have a high school diploma. Any clerical skills and experience is advantageous. This would include filing, math, bookkeeping, office work, and typing. Banks usually train their employees. There are also some teller training schools.

**EMPLOYMENT OUTLOOK:**
Excellent. The increased population has strengthened the banking business.

**SALARY:**
Medium low to medium.

**THINGS TO THINK ABOUT:**
A bank teller needs to be friendly and courteous. This type of career involves standing on one's feet most of the day and handling a lot of money. It can be very repetitive.

**RELATED JOBS:**
Bank clerk: computes, calculates, and posts financial, statistical, and other numerical data to maintain accounting records.

Cashier: keeps track of funds for customers, employees and employers.

Bank President: plans, develops, and directs financial policies of a bank.

Bookkeeper: keeps track of financial records for a business.

**FOR FURTHER INFORMATION WRITE TO:**
A local banking firm

Southwestern Indian Polytechnical Institute
Albuquerque, NM 87114

# Claudia Kristovich: Secretary

*Claudia Kristovich, Tlinget/Tsimshian, has been a secretary for six years. She has worked in both private business and government. She is presently employed at United Indians of All Tribes Foundation in Seattle, Washington, where she was recently promoted to the position of Office Coordinator.*

*Claudia is married and was born and raised in Ketchikan, Alaska. She graduated from Ketchikan High School and has attended the University of Alaska and Seattle Pacific University. She is only one year away from graduating with a B.A. degree in Business Administration.*

*Outside of work, she enjoys sports, fishing, sewing, baking, biking, and hiking. She would eventually like to return to Alaska.*

**CLAUDIA, WHAT DO YOU DO?**

I am in charge of budgeting for the Technical Assistance program at United Indians of All Tribes Foundation. I see that the office has all the supplies necessary. It's up to me to decide what to order and where to order from. I help make appointments, edit reports and type manuals. I also supervise the other secretary.

**WHAT TYPES OF SKILLS HAVE YOU FOUND NECESSARY TO DO THE JOB YOU ARE DOING?**

Bookkeeping is a requirement. Every memo that goes to my boss also goes through me. I put them in the personnel files. Confidentiality is very important. I have to know when to keep quiet about different things. Speedwriting is helpful for minutes at staff meetings, workshops, or conferences.

**DO YOU GET MOST OF THE TRAINING ON THE JOB, OR WERE YOU PREPARED FOR IT IN COLLEGE**

**OR HIGH SCHOOL COURSES?**

Mostly in high school through courses like typing, bookkeeping, journalism, and English. In college we were building on our previous knowledge.

**HOW FAST DO YOU TYPE?**

My average is about 50 words per minute, but if I'm in a rush it goes to about 80.

**WHAT ABOUT BUSINESS MACHINES? DO YOU GET TRAINING ON THE JOB OR DO YOU HAVE A KNOWLEDGE OF A WIDE VARIETY OF MACHINES ALREADY?**

A little of both. In college we practiced on telex machines, computers, data processing, executive typewriters and the facsimile machines. I learned switch-board operating on the job.

**SOME OF THIS SOUNDS BORING—IS IT?**

Some of it is. It's very routine, but it really helps you learn more about where you work. I've met a lot of people and I've enjoyed it. I've worked with a wide variety of people.

**I GUESS THAT LIKING YOUR JOB WOULD DEPEND A LOT ON WHOM YOU ARE WORKING FOR.**

That's true. It's not just what you do; it's who you are working for. It depends on how you get along with the people.

I have found in the long run it is easier to be pleasant. If something ever comes up, it's better to have a really good positive attitude.

**IT SOUNDS LIKE YOU HAVE TO BE A FRIENDLY PERSON IN ORDER TO BE A SECRETARY.**

That's very true. But I also have to know when not to be friendly. If somebody tried to hand me a job that's not mine, even if there is a "please" in front of it. I have to know how to tell them why I can't be doing their work.

**HAVE YOU EVER BEEN DISCRIMINATED AGAINST?**

On one job I was discriminated against because I am Indian. I was working in a Purchase Order Department. When I first came on the job, I was warned by other staff members that the Assistant Supervisor of Purchasing was very prejudiced. She had me do fiddly work that wasn't really required of me, like answering her telephone calls. She wouldn't follow proper procedures. I wasn't her secretary; I was a clerk.

If something was wrong and it bothered her, she liked to yell at me. One time she yelled at me when a bunch of guests had come in on a tour. I went to the

immediate supervisor and talked to him. He said, "Well, she's been here for 20 years, and you know the Foundation's policy on seniority." I told him, "If that's the way you're going to be, if you aren't going to do anything about it, then I'm giving you my two-weeks notice."

**IS THAT THE ONLY INSTANCE OF DISCRIMINATION THAT YOU CAN THINK OF SINCE YOU HAVE BEEN A SECRETARY?**

That's about the only one. I've had no real problems.

**DO INDIAN ORGANIZATIONS TREAT A SECRETARY DIFFERENT THAN NON-INDIAN ORGANIZATIONS?**

No, not really. It's the stereotype of a secretary which is wrong. We've discussed it in our staff meetings. For example, making coffee is a big thing. In our office we trade off; we call it K.P. duty.

**WHAT KIND OF ADVICE WOULD YOU GIVE STUDENTS WHO ARE INTERESTED IN BECOMING A SECRETARY?**

I'd tell them to always expect personal problems between people. To be positive about their work and positive that they are doing something important. To always feel like they're an individual and that they can grow.

**ANYTHING ELSE?**

I'd like to see all Indian students finish high school. Once they have that behind them, they can do anything. They can go into college or on to a vocational school.

## SECRETARY CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
It is essential that a secretary have good grammar skills such as spelling, punctuation, and vocabulary. Many high schools offer training in office skills including typing, filing, shorthand, and bookkeeping. Most high schools also offer students a chance to earn credits by working in the school offices. There are colleges or business schools which offer secretarial training after high school. Although this training is not required, it is helpful in getting better jobs. Some business firms offer their own training for secretaries.

**EMPLOYMENT OUTLOOK;**
Excellent. The demand for secretarial work is increasing as paperwork increases and grows with our expanding institutions. There are many secretarial positions in tribal offices.

**SALARY:**
Low to medium. Salaries are usually low with some exceptions.

**THINGS TO THINK ABOUT:**
The more training in office skills and use of office machines, the better your chances are for getting a higher paying position. A secretary needs to be a flexible person, capable of handling all kinds of people and personalities and able to concentrate on paperwork in oftentimes loud and disruptive areas. Secretaries are often expected to do menial tasks in the office for everyone else. This takes a great deal of patience and the ability to organize and prioritize tasks.

**RELATED JOBS:**
Medical Secretary: prepares medical reports and types case histories.

Legal Secretary: does legal research and paper briefs for lawyers.

Technical Secretary: assists engineers and scientists in research and drafting proposals.

Social Secretary: arranges social functions, communications, publicity, and correspondence for employer.

School Secretary: answers phones, types bulletins, memorandas, correspondence, lunch supplies, and student activities. Usually in charge of the school office.

Clerk-Typist: types forms and other paper work, does filing.

Stenographer: takes and transcribes dictation.

Court Reporter: takes down all statements in legal hearings.

Receptionist: may type or file; answers phone calls; greets customers and assists them.

Keypunch Operator: transcribes data to and from typewriters to punchcards or magnetic tapes; operates keypunch machine.

Clerk: helps with forms and applications and keeps track of files and records.

Bookkeeper: keeps track of numerical data in business transactions.

**FOR FURTHER INFORMATION WRITE TO:**
National Secretaries Association
2440 Pershing Road
Suite G 10
Kansas City, MO 64108

National Shorthand Reporters Association
2361 South Jefferson Davis Highway
Arlington, VA 22202

Association of Independent Colleges and Schools
1730 M Street NW
Washington, DC 20036

Southwestern Indian Polytechnical Institute
Albuquerque, NM 87114

# Jim Desautel: Television Reporter

*Jim Desautel, a Colville, has been in television for eight years, both as a news cameraman and reporter. He has worked for KREM in Spokane and KING and KOMO in Seattle, where he also performed some anchorman duties. He has won awards in photography (General Excellence-State-First Place), series reporting, spot news reporting, and news analysis; and he was the producer of a story that won a Seattle-area Emmy in 1978.*

*Jim attended Omak High School in eastern Washington and received a B.A. from Eastern Washington University. He went on to graduate school on a fellowship at Columbia University in New York. He has a seven-year-old daughter and is currently living in Spokane, Washington, where he keeps close affiliations with his tribe.*

**JIM, HOW DID YOU BECOME A REPORTER?**

That's a good question. I started out as a cameraman. A lot of people major in journalism. But I'll say that out of those who major in journalism, maybe fifteen percent eventually wind up actually working for a newspaper or a television or radio station. The others find something similar like public relations.

**DID YOU FIND THAT AS A REPORTER YOUR EXPERIENCE IN CAMERA WORK HELPED?**

Extremely. When I go out, I can tell the cameraman exactly what I need. Another reporter has to say, "Shoot everything. When we get back we'll see what we can use." I know exactly what I need.

**IS IT BETTER TO GO TO SCHOOL, OR TO GET FIRST-HAND EXPERIENCE, OR BOTH?**

The experience. In school, I didn't learn anything about the day-to-day pressures. I never really learned how to write. That's the kind of thing I've had to pick up.

**WHAT OTHER THINGS BESIDES WRITING ARE IMPORTANT ON THE JOB?**

I suppose dealing with people. You have to get the story whether you like the people, dislike them, agree with them, or disagree. You learn to read people.

When you walk into Governor Ray's office, she's got her glasses on. You sit down. She's not even going to look at you until you say, "Governor, we're rolling." And there's other times, she's leaning back. She's got her poodle in her arms. You can sit there for 45 minutes.

**WHAT KIND OF ARTICLES DO YOU USUALLY DO?**

I cover state government, the legislature. I really like it. I walk in in the morning or in the afternoon and there's a sheet of paper on my desk. I might do three or four different things, 10:00 this, 11:00 this. They give me a brief: here's who you're going to talk to and here's what we think is going on. So my day is pretty well lined up.

**DO YOU FEEL THAT MOST REPORTERS ARE OBJECTIVE?**

There's no such thing as total objectivity. You learn one way or another. You have your sympathies. But if you know what they are, then you've got to work harder to make sure you don't bring them out.



**THE NEWS DIRECTOR IS BEHIND THE SCENES. YOU WOULD BE WILLING TO SACRIFICE THE EXPOSURE FOR THE CONTROL?**

Yes. I only had the drive to be on the air for about two and a half years. It doesn't bother me if I don't see myself on TV.

**DO YOU LIKE WATCHING YOURSELF ON TV?**

No. I've never been able to watch or listen to myself since I got into the business.

**IS THE URGE TO BE IN FRONT OF A CAMERA, OR TO BE A STAR, SUFFICIENT REASON FOR GOING INTO REPORTING?**

No. The urge must come from a sense of doing a job, any job, and doing it well. The chances of becoming a "star" in television are extremely remote. I think most people would be sadly disappointed if they thought there is much glamour in TV news. I assure you, it becomes a nine-to-five job very quickly—imagine sitting through endless meetings.

**DO YOU SEE YOURSELF WORKING AS A REPORTER FOR SEVERAL YEARS TO COME?**

As a news editor, a news director. I was an anchorman for a couple of years when I worked in Spokane. You bounce around. When you start out, it's the small town. Then a little bigger. You work your way up.

I'd like to have a little more control. Right now, I've worked under other people's philosophies of what news is and what it isn't. I may not be totally right, but I'd like to feel that I was imparting what I learned.

**WHAT KIND OF LIFE COULD SOMEONE EXPECT AS A REPORTER?**

Three out of every four stories I go out on are real dull. There's some kind of construction going on somewhere. But there's the one story that keeps me rolling. That gets your adrenalin flowing. Maybe on only one out of twenty do you do a really excellent job. Being a reporter is accepting the daily routine and always being prepared to get those special ones that come along.

**HOW ABOUT YOUR PERSONAL LIFE? DOES BEING A REPORTER ALLOW MUCH TIME FOR OTHER INTERESTS?**

Well, in the first four or five years, you have to be tolerant. They call you all the time. You're low man. For the first five years, you have no time of your own. It's their time.

**HAVE YOU DONE MUCH WORK WITH YOUR TRIBE?**

I did a movie, *The Price We Paid*. We've discussed my coming back and working over there in some capacity. I'm not totally ignoring the situation over there, but there's got to be something I can and want to do. I've still got a career and I am going to take it to the utmost.

WHAT WOULD YOU SUGGEST TO A STUDENT AS NECESSARY QUALIFICATIONS FOR BECOMING A REPORTER?

Do you want to know what's going on? Does the paper interest you? Does watching the news interest you? Does listening to the radio interest you? Do you listen because it's what you do, or because it's what you want to do? You've got to be interested. If there's a siren and I hear it over there, I want to know what's going on.

WHAT HAS BEEN IMPORTANT TO YOU IN BEING A REPORTER?

It's not the intellectual things I've learned or the issues that I covered. I think what is important to me is that I feel like I've accomplished something.

ANYTHING ELSE?

Being where the action is.

## BROADCASTING CAREER

**TRAINING AND OTHER QUALIFICATIONS:**

Reporting requires a great deal of knowledge about current events. High school courses such as contemporary problems, speech, and drama are helpful. Experience in working with small radio stations is valuable. There are broadcasting schools people can attend. A bachelor's degree in broadcasting or communications can also be very helpful.

**EMPLOYMENT OUTLOOK:**
Very competitive. There are many people who are interested in this field and talented people face stiff competition.

**SALARY:**
Medium to high. The higher paying positions are associated with national broadcasting which require years of experience.

**THINGS TO THINK ABOUT:**
Good pronunciation and a pleasant voice are very important for this type of career. There is often a lot of traveling involved in reporting. Many professional reporters have had prior experience with small town radio stations and it has taken them a long time to work their way up the ladder.

**RELATED JOBS:**
Interpreter: translates foreign languages so that people can communicate.

Newspaper Reporter: writes and researches articles for newspapers or commercials.

Disc Jockey: introduces songs on the radio; reads news, commercials, and sports reports.

Radio Operators: these types of careers can include positions such as air-traffic control specialists, dispatchers, radio station officers, radiotelegraph operators, transmitter operators, photoradio operators.

Sound engineer: regulates sound controls during broadcasts, takes care of equipment.

Sound Mixer: maintains and regulates quality of sound acoustics during broadcasting or filming.

Recording Engineer: operates tapes, takes care of sound effects or music during broadcasting.

Telecine Operator: controls film projectors and slide projectors during broadcasting. Installs, adjusts, and repairs equipment.

Tape Transferrer: edits and reproduces tapes.

**FOR FURTHER INFORMATION WRITE TO:**

National Association of Broadcasters
1771 N Street NW
Washington DC 20036

Corporation for Public Broadcasting
1111 16th Street NW
Washington DC 20036

Southwestern Indian Polytechnical Institute
Albuquerque, NM 87114

for information about a FCC license:
Federal Communications Commission
Washington DC 20554

Your local tribal newspaper or Indian newspaper

# Kitty Hollow: Teacher

*Kitty Hollow, an Assiniboine/Sioux, graduated from Wenatchee High School in Washington. She attended Green River Community College in Auburn, Washington, and received her teaching degree in Special Education from Central Washington University, in Ellensburg, Washington.*

*Kitty has been a teacher for three years at Indian Heritage High School in Seattle, Washington, an all-Indian high school. She has taught remedial reading, typing, psychology, family life, senior health, and child development, and has served as the school librarian.*

*Kitty is an active person. She hikes, bicycles, sews, beads, and goes to pow-wows. Maintaining her cultural background in an urban setting has been a lifetime challenge for her.*

**WHEN DID YOU DECIDE TO BECOME A TEACHER?**

I really didn't like college and so I moved to my reservation, Fort Peck, in Montana after I got my A.A. degree. I worked there as a volunteer counselor at Brockton High School. I got to know the American Indian students and teachers. There was only one Indian teacher back there.

Then my older sister, Sonja, came back and pointed out to me how there just are not very many Indians teaching. She said that our only hope as American Indians is in the future and the only way you can affect the future is to affect the children. The only way you can have an affect on the children is through teaching because all children are required to go to school. So I made the decision that I should try and get involved in education.

I hadn't liked high school. I'd really hated it. I felt that it was very irrelevant. I wasn't learning anything I needed to know. I felt that way while I was in college too. They taught an all-white curriculum.

I became a teacher because I felt that I could make education more revelant.

**WHAT DO YOU TEACH?**

I am qualified to teach remedial reading and math. I went in for that because I felt that some American Indians are falling behind in school and they need remedial classes.

CAN YOU TEACH ANY GRADE?

The first year you teach you have to teach in what your degree is in. Mine was secondary, grades 7 through 12.

WHAT IS A TYPICAL DAY LIKE FOR YOU?

I teach 5 different classes a day. That involves taking attendance, turning it into the office, making lesson plans for each class, keeping track of where students are, and seeing that they're learning something while they are here. In my spare time I work as a Student Council Advisor. I help the kids with their prom and athletic banquets, any dances that they have, money-raising projects, car washes, bake sales; I help coordinate all that.

I usually take the job home with me because of all the lesson plans.

DO YOU WORK A LOT AT HOME?

Yes! A lot of extra hours are involved in teaching, including weekends.

BUT YOU HAVE THE SUMMER OFF?

Usually we spend our summers going back to college. As a teacher, you start with a bachelor's degree in education.

Now every state is different, but in Washington after 3 years, you must have a fifth year or a master's degree to continue teaching.

SO YOU THINK IT'S IMPORTANT FOR TEACHERS TO CONTINUALLY TAKE COLLEGE CLASSES?

I don't want to be a 40-year-old teacher who's really boring and out of date. I think one of the reasons the kids like me is because I'm young. When I'm 35 or 40, if I feel that I'm not as effective as a teacher, then I'll quit.

DO YOU HAVE CONTROL OVER WHAT YOU TEACH OR DO YOU GET TOLD WHAT TO DO?

Seattle is so large, teachers have more freedom. I go to the curriculum center and get these kits. They have teacher guides, but I can do just about whatever I want to with them. A small school district would be much stricter.

WHAT MAKES YOU A GOOD TEACHER?

I asked the kids before you came, "What do you think makes me a good teacher?" Surprisingly, they said that I never give them a moment's rest. I push my students. I think a big problem is that some teachers have maybe 40 kids in a classroom. That would be impossible. I have small enough classes where I can see to it that every student is always working. I think that if a child is left idle that he becomes very bored and that he learns to be idle.

I'm a very open-minded teacher. I usually have the kids fill out questionnaires; and whatever kinds of questions they ask me, I will teach them about. If they want to know, and there's no place else to learn it, then I'm going to provide it. Especially about birth control, drug abuse, and alcoholism.

I can really relate to where they're coming from; love problems, being giggly and sitting in the back of the room writing notes back and forth. I used to do all that stuff.

HOW DO YOU GET SOMEBODY INTERESTED?

Every kid has interests; you just have to find them. I will sit and talk to them. I'll ask them all sorts of questions. They won't open up to me, not for a long time. It usually takes a good month before a student will finally come around. I observe what they do in their spare time. Then I know what their interests are.

HOW DO YOU FEEL WHEN YOU FLUNK A KID? HAS THIS HAPPENED?

Oh yes. I feel sad, because this student has really wasted their time just sitting here doing nothing. But as

a teacher, I can't take all those failures personally.

I usually know inside whether I've done all I can. I feel when a student is ready to learn and really wants to, they will come in and I will be here to help.

WHAT DO YOU LIKE BEST ABOUT TEACHING?

The best thing about teaching is being able to have fun with the students. To laugh with them and to always know what's going on with them. There's always new things happening.

DO YOU EVER HAVE KIDS YOU TAUGHT COME BACK AND SAY, "HEY LOOK WHAT I AM DOING NOW?"

Yes, and that's probably one of the most rewarding things about teaching. I get a letter in the mail that says, "I just want you to know that you made a difference for me."

DO YOU HAVE ANY ADVICE FOR JUNIOR HIGH SCHOOL STUDENTS WHO WANT TO BECOME TEACHERS?

There are lots of tutoring programs where junior high or high school students can tutor elementary kids or they can get into summer youth programs. They have camps where high school kids can work. You can be a camp counselor or you can be a Big Brother or Big Sister in the Big Brother program. If you enjoy it, then you probably will be a good teacher.

WHAT DO YOU HATE ABOUT TEACHING?

Teaching is the most draining success you can have. Teachers always have problems with discipline. I hate always having to discipline. Students will get away with as much as they can, like not coming to class.

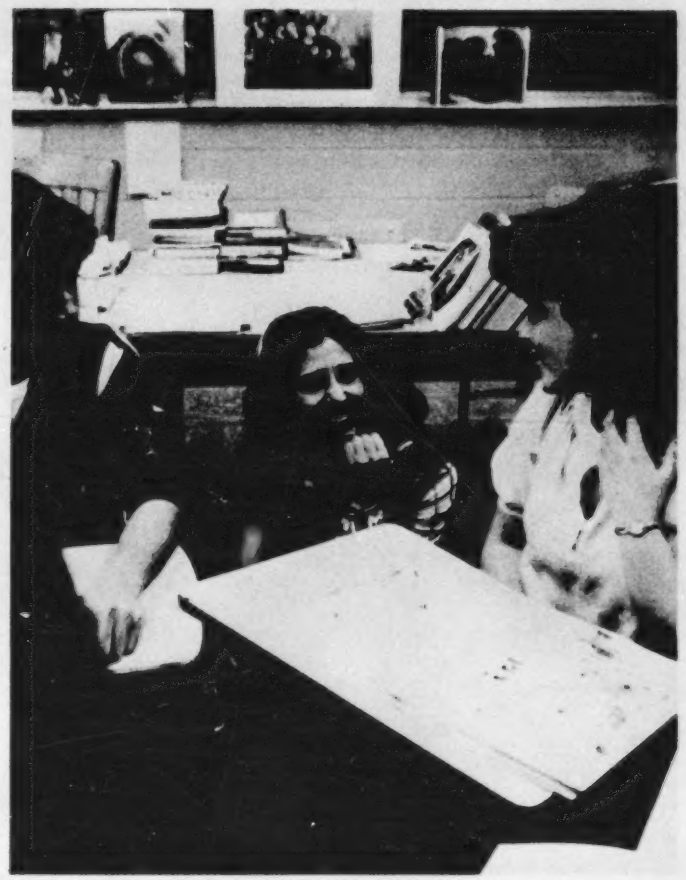
WHAT DO YOU DO? DO YOU YELL? THREATEN THEM?

It doesn't do any good to yell. I go on a point system; and if a student is doing something that I like, I give them points. I try to reinforce their good behavior. Lots of Indian kids feel like they're "troublemakers." I try to find something good about them. Treat them like adults and respect them as humans and you'll find how to help them be better students. There's always a reason why they act the way they do.

SO YOUR GOAL IS MAINLY TO TEACH INDIAN STUDENTS?

Well, it was for a long time. This year a lot of Indian education programs are being cut. Some of the federal money is going away and that really scares and depresses me. Our program is being cut and next year my position here will be gone.

I'm going to try to continue teaching as a career. If I teach at a public school, I'll always have some American Indian students. Even if I don't, I think that any effect I can have on non-Indians as a good teacher will be good. I feel that for a lot of children in the United States, the authority people in front of them such as teachers, principals, policemen, professors, lawyers, for the most part have all been white. I'm glad to see more American Indians involved in authoritative roles because I think non-Indians need to be exposed. You see what I mean? Non-Indians need to be exposed to Indian people who are being successful.



## TEACHING CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Most public school systems and many private and parochial systems require that a teacher be certified. In order to become certified, a person needs to have a high school diploma or GED, and a bachelor's degree in education. Fourteen states require teachers to have a fifth year or a master's degree. Many states also require a teacher to be a citizen of the United States and to have a health certificate from the county in which they live. This is to assure the district that they do not carry communicable diseases.

**EMPLOYMENT OUTLOOK:**
Highly competitive, although a little less competitive for Indian teachers. Many reservations and Bureau of Indian Affairs schools are actively recruiting Indian teachers. Teaching positions in math and science are more plentiful than in other subject areas. The student population is declining and the number of teaching positions in general are expected to decline throughout the 1980's.

**SALARY:**
Medium low to medium. A teacher's salary goes up with every year of experience. Salaries tend to be higher in the Northeast and on the West Coast of the United States.

**THINGS TO THINK ABOUT:**
Most teachers have the summer free and may take another job to supplement their incomes. Some teachers teach summer school. Teaching requires a great deal of patience, dedication, and dependability.

**RELATED JOBS:**
Teacher Aide: helps the teacher in the classroom.

School Psychologist: tests students and determines what kinds of special programs could benefit them.

Reading Specialist: works with students who have reading problems.

Guidance Counselor: helps students determine their career interests and helps them plan their class schedules.

Librarian: selects and organizes materials; helps students and teachers find information in the library.

School Secretary: answers phones; types school bulletins, monitors attendance, and handles public relations.

College Professor: teaches classes at the college level.

Dean: directs programs and develops policies at colleges and universities.

Financial Aid Director: oversees and coordinates student scholarships, grants, awards, and loans at colleges and universities.

Private Tutor: helps foreign students or others prepare for exams.

Textbook Writer: coordinates, researches, and writes curriculum.

Audio-Visual Specialist: oversees machines in media centers that supplement classrooms.

**FOR FURTHER INFORMATION WRITE TO:**

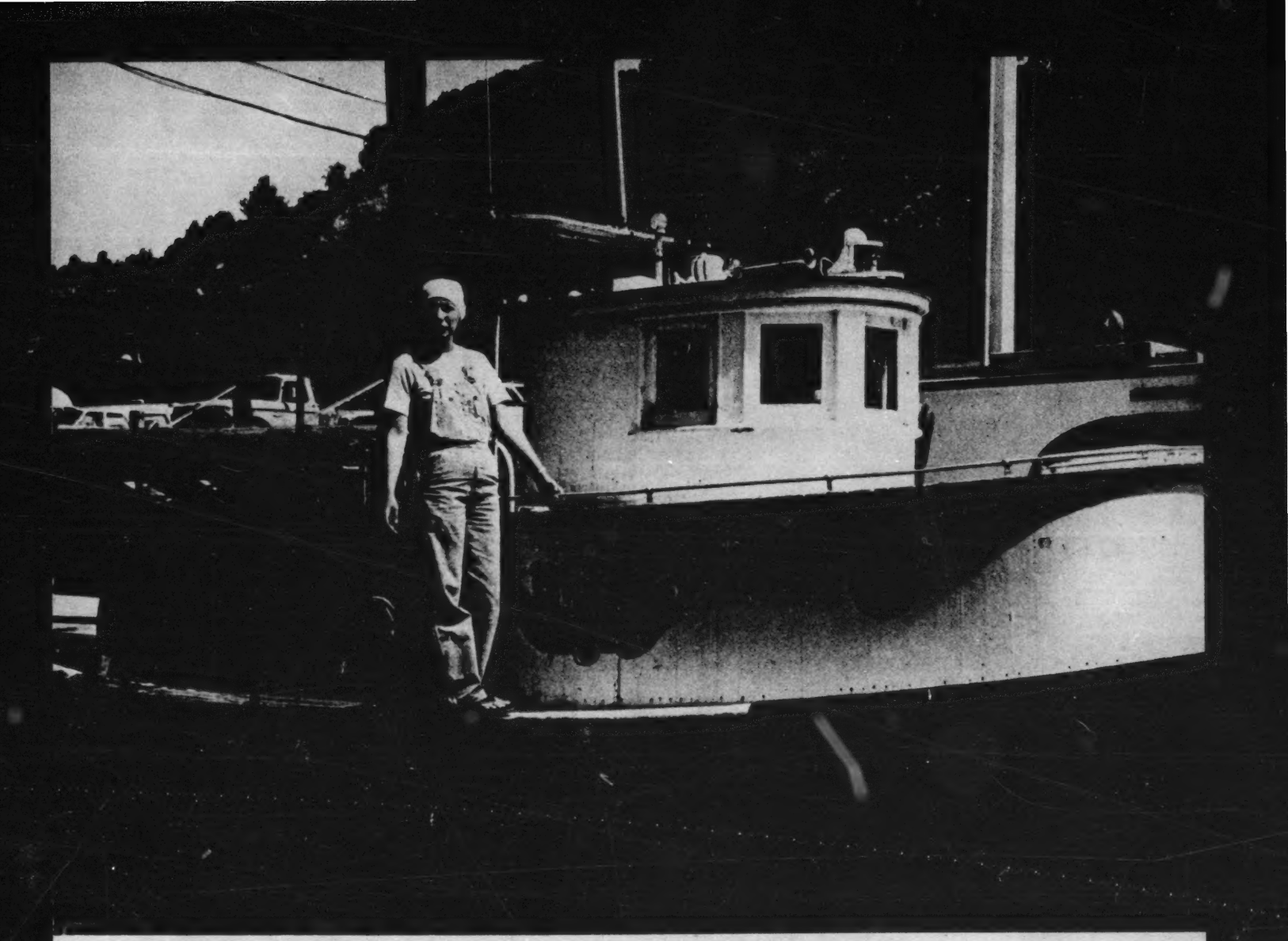
American Federation of Teachers
1012 145th St. NW
Washington, DC 20005

National Education Association
1201 16th St. NW
Washington, DC 20036

Teacher Corps, Interns, Fellowships:
U.S. Department of Health, Education, and Welfare
Washington, DC 20202

National Advisory Council on Indian Education
425 13th Street NW
Pennsylvania Building
Suite 326
Washington, DC 20004

National Indian Education Association
1115 2nd Avenue South
2nd floor
Minneapolis, MN 55403



# Mary Lou Marcyes: Fisherwoman

*Mary Lou Marcyes, a Puyallup, gill-net fishes with her husband in Commencement Bay in the city of Tacoma. Mary Lou attended Franklin High School in Seattle and received her GED through the Adult Basic Education program at United Indians of All Tribes Foundation. She has taken classes at Highline Community College and would like to continue with her studies when her three children are grown.*

*Mary Lou is active in the Puyallup Tribe and is presently on a committee to rewrite the tribal constitution. She recently underwent difficult brain surgery, which has strengthened her understanding and belief in the lasting importance of her tribe and family.*

*In addition to fishing, Mary Lou and her husband supplement their income, as do many people who fish, by operating a fireworks stand.*

HOW LONG HAVE YOU BEEN A FISHERWOMAN?

Since I was a child I would go fishing with my dad. My husband and I have been fishing together for the past 4-5 years.

WHAT'S A TYPICAL DAY OF FISHING LIKE?

You go fishing in the evening when the sun goes down. You leave home right about 6:00, but in the fall it's even earlier than that. It gets dark about 5:00. You go fishing all night until the sun comes up the next morning.

You take the boat out and find where there's room to set. There's other people out there, too. If the tide is in, you set your net in. You set the net and keep an eye

out. You have to watch the boats that are coming in, the big ships that are coming in. You have to let them know you are there. You've got lights on your net and lights on your boat.

DO YOU ALWAYS FISH AT NIGHT?

Well, if you fish in the day, you're not going to catch anything because fish have eyes. They can see the net. They can see the net at night if there's that silver stuff—phosphoresence. The phosphoresence will go right on the net and the fish can see it. If the fish is not going too fast, it will back up.

Fish are really intelligent.

HOW MANY SETS DO YOU DO A NIGHT?

Usually two. It takes time to bring that net in. You find all kinds of things that you have to get out of the net. The net can be full of jellyfish. You'd be amazed at how some of these jellyfish burn you.

HOW MANY FISH WOULD YOU CATCH IN A GOOD NIGHT?

On a good night? We were so surprised on our first night. There were over a hundred fish. We were so surprised. It was more than we made the year before. The year before we made $3,500 the whole season.

OK, YOU'RE DONE FISHING. YOU'VE GOT ALL THE FISH IN THE BOAT. NOW WHAT DO YOU DO?

When you pull in, that's hard. You're tired. You've fished all night long. It's morning. You have to unload all those fish off the boat. You put them in your truck and you take them to find a market. You've got to get on down there.

We make it home by noon, but very rarely. We only get 2-3, maybe 4 hours of sleep a day, because then we've got to get up and go out there again.

We always bring fish home. You don't sell it to friends and the people you care for. You give it to people that are poor. You don't charge them money. You take it to them. That's the way it's always been. When you have something to give, you don't just keep it all to yourself so you can have a little extra money. It's never been like that.

DID FISHING JUST COME NATURALLY OR DID YOU HAVE TO LEARN HOW TO DO IT?

It was a lot of years of learning. You just don't go jump in a boat and go out and throw your net in the water and expect to catch fish. You have to know a lot of things. You have to know how to run the boat and know how to put the equipment in its proper place. You have to know all the navigational signals, the ship traffic lanes, and the tides. The bay is really funny. It will do many weird things. Just the motion of water in the bay. Sometimes you think you're going to go one way and you end up going the other way.

DO YOU HAVE TO BE STRONG TO FISH?

Yes. You have to be when the net's coming in and you're helping it come in. When you get 4 or 5 salmon on one part of the net, both of you have to get in there and pull it. Sometimes the net is all twisted up. After a few nights of fishing, your net is a mess. You have to repair it.

DO YOU MAKE YOUR OWN NET?

Ay-ay-ay. It's hard. I know how to mend a net, but I haven't built a net yet. My dad and brothers know how to build one.

WHAT ARE THE POLITICS OF FISHING LIKE? IF AN INDIAN STUDENT READING THIS WANTED TO TAKE UP FISHING, WOULD THEY HAVE TO BE PREPARED TO PUT UP WITH A LOT OF POLITICS?

Yes, that's right. Not just federal politics or state politics, but tribal politics. Just the other day my brother got himself slapped a few times because he was Indian. The guy that slapped him hated Indians because of the Boldt decision. There are people who just can't stand it. Being an Indian is a big political fight.

**ARE YOUR CHILDREN GOING TO BECOME FISHERMEN?**

They've been learning to fish from their dad since they were youngsters. But who knows how long it's going to last? We read an article in the paper that the natural runs are not going to last because there's so much pollution in the river.

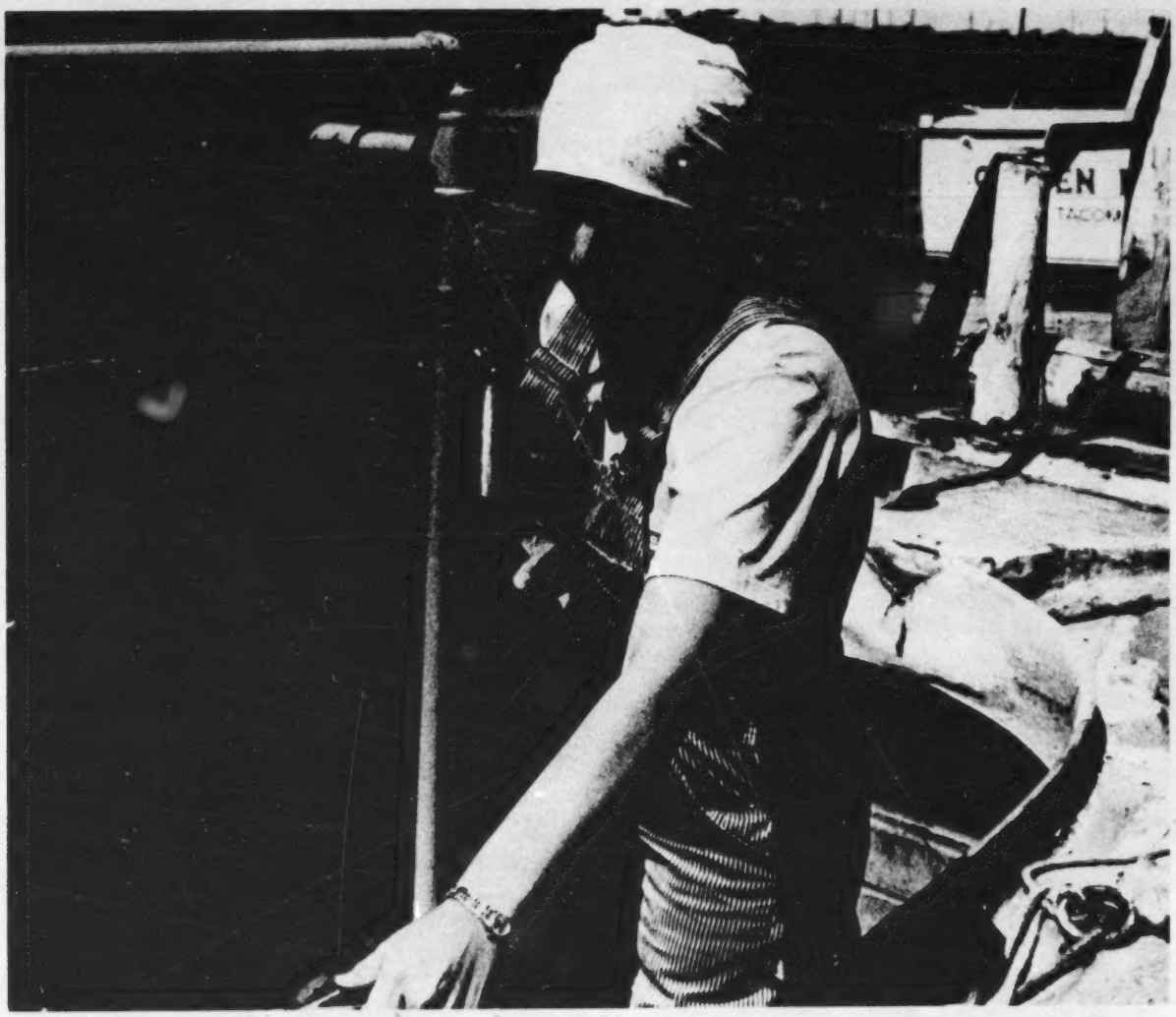
Commencement Bay is so full of pollution that it's enough to make a person cry. You look at your ancestors' land and it's full of all kinds of unreal stuff. Our ancestors must cry when they look at the land and see what's been done to it, and the way Indian people are treated. That's why it's hard for me to see Indians being enemies with each other, as if they don't have an enemy already.

That's why I tell the tribal council. I tell them all the time, anytime I get a chance. I tell them, let's have a tribal meeting. If nothing else, we're a people and we're together and we need to learn how to love each other. To have respect and not condemn and not judge. That's the best thing Indian people can do.

You get out there on the water and one thing for sure— there's only one thing in life for Indians to realize and that's love and to feel respect for their ancestors, their history. It's very peaceful on the water. You watch. You learn how to see things. On the water, you can see things moving.

Many people today believe that the Indians were ignorant. That the Indians didn't know. But the Indians did too know. They knew when the sun was going to come up and when the sun was going to go down. They knew when the tide was going to come in and when it was going to be a large tide, when there was going to be low tide. Those people knew things and they had respect for nature.

Life isn't for money. I don't believe it is. It's not. You have to believe in the Great Spirit and your heart. Just open up your heart and realize—listen to me (she laughs)—Love is a very peaceful thing.



## FISHING CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Being in good physical condition is important because this job requires a lot of strenuous work and long hours. The best kind of training for fishing is on-the-job. However, business courses such as money management, math, and accounting are extremely helpful. Vocational education courses in electronics, navigation, carpentry, and mechanics are useful.

**EMPLOYMENT OUTLOOK:**
Competitive. Recent court decisions have resulted in more Native people returning to this traditional lifestyle. Some fish companies and cooperatives are building newer and larger boats which provide additional jobs.

**SALARY:**
Medium High. Salary varies widely depending on the size of the catch and the time of season.

**THINGS TO THINK ABOUT:**
People in this field need to enjoy being outdoors. During the fishing season working hours may include week ends and evenings. This occupation is seasonal and may require an additional career during the off-season months.

**RELATED JOBS:**
Seine and Trap Fisher: catches crab, eel, lobster, and other shell fish, using pots, and/or skiff.

Diver: gathers sponges, abalone, oysters, geoducks from the sea bottom. Wears wet suit and scuba gear.

Fish Farmer: works at a fish hatchery and is concerned with breeding; manages the harvesting of fish.

Fisheries Manager: helps develop regulations and communications for all fish related activities at the tribal level.

Hatchery Manager: manages operations at the fish hatchery including fish rearing, hatchery operations, maintenance, and fish recapture.

Fish Buyer: purchases and resells fish from individual fishermen.

Supplier: sells fishing supplies to individual fishermen.

Boat and motor repair, and maintenance people.

Net Repairer: repairs broken fish nets.

Aquarium Tank Attendant: specializes in the maintenance and mechanical repair of fresh-and salt-water aquariums.

Fishery Biologist: assists tribes in fisheries management, research, and enhancement.

Enforcement Officer: helps enforce tribal fishing regulations, prepares court cases, and assists fishermen with problems.

Secretary: assists in fisheries operations with computer data, correspondence, and office operations.

Public Information and Education Coordinator: works with the public and helps educate them to the Indian side of controversial questions. Prepares news releases, newsletters, briefing sessions with news media.

Attorney: provides legal advice to tribes on fisheries and environmentally related subjects.

**FOR FURTHER INFORMATION WRITE TO:**

Point No Point Treaty Council
PO Box 148
Kingston, WA 98346

American Fisheries Society
15th Ave. and New York Ave. NW
Washington, DC 20005

Academic Training Section
Office of Water Program Operations
Environmental Protection Agency
Washington, DC 20460

Department of Commerce
National Oceanic and Atmospheric Administration (NOAA)
Marine Fisheries Service
Washington, DC 20230

Office of Water Resources Research
U.S. Department of the Interior
Fish and Wildlife Service
Washington, DC 20240

A Washington Tribal Council Office

A commercial fishing marina near your home

# Harold Belmont: *Alcoholism Counselor*

*Harold Belmont, Suquamish/Songee, lives in Seattle, Washington, with his wife and five children. He graduated from Garfield High School in Seattle and worked for many years in management. Since 1974, Harold, with the support of his wife, has been a recovered alcoholic, and an alcoholism counselor. He graduated from an alcoholism counselor training program at Seattle University.*

*At present, Harold Belmont is the Assistant Director of the Seattle Indian Alcohol Program (SIAP). SIAP has a 44-bed Native American unit, a component at the King County Alcoholism Treatment Center and a state licensed rehabilitation services center, the Thunderbird Fellowship.*

*One of the important activities at the Thunderbird Fellowship is the Thunderbird Singers. Harold is the sacred drum keeper and has pledged to "see that people sitting at the drum are not under the influence of alcohol or drugs."*

**WHAT KIND OF WORK ARE YOU DOING?**

I currently serve as the Supervisor of the Criminal Justice Ex-Offender Rehabilitation Project. We have a staff and we work in the penal institutions in Puget Sound and Western Washington. We go to the Washington State Penitentiary in Walla Walla every month and spend a couple of days with the Brotherhood of American Indians and meet with individuals.

We're finding Indians are in prison not so much because they're criminals, but because they have a drinking problem and they commit crimes while they're drunk or drinking. Philosophically, we believe these Indians don't belong in prisons. They're in prison as a result of a crime. The crimes are a symptom of another problem. We define that problem as alcoholism.

HOW DID YOU END UP COUNSELING PRISONERS FOR ALCOHOLISM PROBLEMS?

I'm a recovered alcoholic. I remember when I first tried to quit drinking I had a tremendous feeling of loneliness and fear. I really felt kind of lost, hopeless, worthless. I heard these Indian people talking about a spiritual conference in the mountains. It was during the spiritual conference that I began to find out that I could be happy as a person and as an Indian. The last night of the conference a good friend came over to my tipi and he asked me, "Would you like to go to McNeil Island tonight? We're having a group meeting with the Brotherhood."

When I got into the prison it was one of the most traumatic experiences I've ever had in my life. When you hear those iron gates clang behind you, then you say, "My God, I'm locked up, what's going to happen?" I had a chance to meet this man, Harrington Luna. When I met him the traumatic experience I had was, "Man, these people are locked up and they need the help and support of our community. Why are these Indians forgotten?" The Indians talk of a "vision quest." It's as if I saw my vision. I can remember going back and saying, "Hey, I want to work for you." At the time I'd only been sober for about six months.

DID YOU START WORKING FOR THE PROGRAM THAT NIGHT?

No, I needed to achieve some stability in my life. It's something we call sobriety. It was about five and a half months later that S.I.A.P. called me. I filled out an application and they hired me. I had been a client of this program before I became an employee. You just can't become an alcoholism counselor because you want to. You have to be able to sit down with yourself and decide what you want to do and write your goals and objectives.

WHAT WAS A TYPICAL DAY LIKE FOR YOU AT THE PRISON?

On a weekly schedule I used to go down once a week to do one-to-one counseling and diagnostic evaluation I'd leave Seattle in the morning and get over to Steilacoom about 8:00. That would give me time to grab a cup of coffee and catch an 8:40 boat to McNeil Island and meet with the individuals that day.

I'd have to divide my time up. At times I've had as many as 40 or 50 inmates at the institution. Specifically, there are three things I needed to do as an alcoholism counselor: first, diagnose if in fact the person has a problem, then prognose that problem; and then formulate some kind of plans or recommendations.

WHO DECIDES WHICH PRISONER YOU'RE GOING TO BE SEEING?

We let the Indian population know that we are here. We give them the options of coming to us for assitance. Back in 1969 they organized the Indian Club at McNeil Island and called it Brotherhood of American Indians. They formulate a call sheet that gives us an indication of who wants to talk to a counselor.

We have group therapy sessions once a week. We present information and we share an educational opportunity to learn about drinking and give them the opportunity to share experiences about your own life. It's not AA but it's like AA. Lots of times the self-esteem is so low that the person really believes that no one gives a damn or that there is nothing that they can do, and they just become institutionalized.

DO YOU SEE YOUR CLIENTS ON A ONE-TO-ONE BASIS?

Yes. One of the important things in a one-to-one relationship is to begin to share with them or identify some of the problems we see. One of the most common symptoms of alcoholism to begin with is denial. If you've ever known anybody with a drinking problem, one of the first things you recognize is that you're going to say, "Well, I can control it," or "I don't have a problem."

But just because a person has an alcohol-related conviction doesn't necessarily mean they've got a drinking problem. We try to make them aware of the fact that, "It wasn't the judge that sentenced you, it wasn't the white man and the society, it's booze. You're in jail because of booze. I'm here to provide you with an opportunity to do something about that." The motivation is high because anybody that's in prison or in jail wants to get out .

**DO YOU DO ANY CULTURAL ACTIVITIES WITH THE PRISONERS?**

We're here because we have identified a problem and we've been funded to deal in these areas with these problems. We go in as an Alcoholism Program. We're not a cultural project.

But we do have the Thunderbird Singers. I don't think there's any way that I can express how sacred that drumming is to my life. The spirit of the drum brings unity and good feeling to the people that understand the spirit of the sacred drum. The sacred hoop at the drum brings strength and unity among our Indian brothers and sisters. We have drum practice at the Thunderbird House once a week.

**DO YOU THINK A HIGH SCHOOL STUDENT WHO HAD NEVER BEEN AN ALCOHOLIC COULD STILL BE A GOOD ALCOHOLISM COUNSELOR?**

It's not a prerequisite that you be a recovered alcoholic to be an alcoholism counselor. I'm of the strong opinion that it certainly helps because it really allows you to feel for somebody. We have a staff here of 40. I believe 38 of us are recovered alcoholics. I think at this point we'd encourage high school students to look at the field of alcoholism.

**WHAT KIND OF TRAINING IS AVAILABLE IN ALCOHOLISM COUNSELING?**

In the last 5 or 6 years the educational system has recognized that alcohol studies is something that's very needed in communities, so you can go almost anywhere and find a School of Alcohol Studies now. Obviously, there are some that require you to begin to learn about the physiological aspects of alcoholism. You don't need to be a Ph.D. in Chemistry to complete the study. You do need to know what alcohol does to the body when you use it to excess. What does alcohol do to the brain? To the mind?

**IF YOU WERE LOOKING FOR AN ALCOHOLISM COUNSELOR, WHAT KINDS OF QUALIFICATIONS WOULD YOU LOOK FOR?**

You need to want to help people and to be a "healthy helper". I think the basic qualities we look for in a person would be honesty, integrity, and the desire to help his fellow man. I'd want to find out how healthy their attitudes and their outlook was in the area of alcohol use and abuse. One of the biggest criticisms that we as Native people have towards human services or social services is that we're treated very inhumanely. I don't care whether it's an application for food stamps or trying to get legal services. I think in the past we've been dealt with very unfairly, very racially, by a system that is not sensitive to the needs of Native people.

**WHAT DO YOU LIKE BEST ABOUT YOUR JOB?**

I guess the fact that I'm helping people, but the real reward is that I'm helping myself. I've learned that I can be happy. I can be an Indian and feel good about it. I think people drink to feel good. People don't say, "Well, I'm going to go out and get alcoholism." But they say, "Hey, I'm going to go out and I'm going to feel good."

**WHAT DO YOU LIKE LEAST ABOUT YOUR JOB?**

I really resent the fact that people don't recognize the problem of alcoholism. I don't think there's an Indian in this country that has not been affected by the abuse of alcohol. At times I feel that we're not getting anything done. It's the thing that's killing our people. You look at the suicide rate on the reservation, you look at the devastation that alcohol abuse causes in our foster care programs and divorce rates and it's a problem. Sometimes I feel we're being pacified or paternalized. People give us dollars and they say, "Here, go do your alcoholism programs. We'll put you on this back lot on the reservation over here, or we'll put you down here on Broadway. You guys go over there and enjoy your programs. Enjoy your AA meetings, but don't make too much noise."

**SO IT CAN BE VERY DEPRESSING WORKING IN THIS AREA?**

I think the whole concept of human services can be depressing because you are dealing with people and their problems. You have to learn to really substantiate your purpose in being. Let me tell you, it's frustrating, it's energy draining, it's depressing. It just takes all you have. But one of the things we have learned in our sobriety is the only way we can keep what we have, or feeling good about ourselves, is to give it away. So every day we have an opportunity to renew our strength, renew our commitments. I've been sober for 5 years now and I feel just as excited at this moment now as I did 5 years ago.

I feel fortunate that in being an Indian there are many things in our tradition and our culture that allow me to find some satisfaction, some help. I'm a traditional person. I love my culture. I respect my ways. I love to pray with the sweetgrass, follow the way of the sweat, the pipe. I really believe something that Vine Deloria said, "You know that this is a new day and this is a new age and we are the new Indians."

## ALCOHOLISM COUNSELOR CAREER

**TRAINING AND OTHER QUALIFICATIONS:**
Most alcoholism counselors have a high school diploma and some training from a community college or a technical school. Any related experience such as attending community classes or lectures, or helping in community activities and programs is important. A paraprofessional counselor learns on the job. A professional counselor usually has a Bachelor of Arts degree or a higher degree in psychology, or education.

**EMPLOYMENT OUTLOOK:**
Somewhat competitive. There are increasingly more people getting into this profession. However, each tribe continues to fund mental health programs and they are always seeking Indian people to fill these positions.

**SALARY:**
Medium low to medium, depending on the amount of experience, training, and education a counselor has.

**THINGS TO THINK ABOUT:**
A counselor has to be understanding, patient, sensitive, dependable, a good listener, and willing to work with emotionally upset people. A counselor can work with individuals or groups.

**RELATED JOBS:**
School Counselor: helps students with problems in school, choosing classes, and deciding on a career.

Employment Counselor: helps people to find and train for careers; works with veterans and the handicapped.

Rehabilitation Counselor: helps adults who have suffered mental or physical illness to find careers and re-adjust to society.

Juvenile Counselor: helps to discipline and counsel teenagers who have had problems at home, school, or with the law.

Youth Service Specialist: determines the needs and problems of the youth in a community and provides services, programs, and referrals to other social agencies.

Probation Officer: works with people who have committed minor offenses and helps them to stay out of trouble.

Parole Officer: helps people who have been released from prison to adjust to society.

Correctional Counselor: helps people in prison to adjust to life there.

Psychologist: helps people who are having emotional problems; studies people and conducts research.

Psychiatric Ward: supervises emotionally upset people in hospitals or institutions.

Mental Health Worker: does therapy and other mental health rehabilitation activities with patients.

Case Aide: works with handicapped people for state or local government agencies, community, welfare and social service organizations, children's homes, and rehabilitation agencies.

**FOR FURTHER INFORMATION WRITE TO:**

American Personnel and Guidance Association
1647 New Hampshire Ave., NW
Washington, DC 20009

American Psychological Association
1200 17th Street NW
Washington, DC 20036

Association of American Indian and Alaskan Native Social Workers
c/o Ada Deer, President
1025 West Johnson Street
Madison, WI 53706

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Oh, Great Spirit! Give me back the courage
of the olden Chiefs. Let me wrestle with
my surroundings. Let me once again,
live in harmony with my environment. . .
rise up and go on. Like
the thunderbird of old, I shall rise again
out of the sea; I shall grab the instruments
of the white man's success — his
education, his skills. With these new tools
I shall build my race into the proudest
segment of your society. I shall see our
young braves and our chiefs sitting in
the houses of law and government, ruling
and being ruled by the knowledge and
freedoms of our great land.

by Chief Dan George

*This poem first appeared in the book by Chief Dan George, My Heart Soars, published by Hancock House Publishers, Ltc., 1974.*